

The Commonwealth of Massachusetts

DEPARTMENT OF LABOR AND INDUSTRIES

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REPORT

OF THE

BOARD OF CONCILIATION  
AND ARBITRATION

TOGETHER WITH THE

DECISIONS RENDERED BY THE BOARD

FOR THE

YEAR ENDING NOVEMBER 30, 1921



BOSTON

WRIGHT & POTTER PRINTING CO., STATE PRINTERS  
32 DERNE STREET

1922



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*Mass.*; DEPARTMENT OF LABOR AND INDUSTRIES : *Board*

*of conciliation and arbitration*

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## OFFICIALS

OF THE

## DEPARTMENT OF LABOR AND INDUSTRIES

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### Commissioner

E. LEROY SWEETSER

### Assistant Commissioner

ETHEL M. JOHNSON

### Associate Commissioners

(CONSTITUTING THE DIVISION OF MINIMUM WAGE AND THE BOARD OF  
CONCILIATION AND ARBITRATION.)

EDWARD FISHER

HERBERT P. WASGATT

SAMUEL ROSS

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### Office

ROOM 472, STATE HOUSE



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## REPORT OF THE BOARD OF CONCILIATION AND ARBITRATION.

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*To the Commissioner of Labor and Industries.*

Following is an account of the work of the Board of Conciliation and Arbitration for the year ending November 30, 1921.

During the year an important change has occurred in the personnel of this Division, occasioned by the retirement on June 1 of Mr. Bernard F. Supple, under the retirement act, after thirty-four consecutive years of service as secretary. He was the first secretary, having been appointed soon after the Board's establishment. The Board recognizes that such a long period of service is unusual and is ample testimony of the faithful, conscientious and efficient service rendered by Mr. Supple, who in this position continually exercised a high degree of tact, patience and judgment in order to secure and hold the confidence of the contending parties in labor controversies.

The Board in its previous report emphasized its policy to investigate, so far as possible, all labor controversies arising in the Commonwealth. The Board has been able to carry out this policy through the able assistance of its agent, Mr. Fred M. Knight of Haverhill, who was assigned from the Division of Industrial Safety to this Division for this purpose.

### SUMMARY OF THE YEAR'S WORK.

There were at the beginning of the year 12 joint applications for arbitration pending. During the year 561 joint applications for arbitration were filed, making a total of 573 arbitration

cases before the Board for action. In addition, 13 normality petitions were filed. Of the normality petitions, 4 have been granted, 4 have been dismissed, and the remaining 5 have been placed on file at the request of the petitioners. Of the arbitration petitions, 8 have been mutually settled, 133 decisions have been rendered and 23 cases either abandoned or withdrawn, leaving 409 still pending, further reference to which is made under the heading "Arbitration."

### CONCILIATION.

During the year the Board has investigated, or otherwise been in communication with the parties in the medium of conciliator in, 70 cases, a majority of which have been adjusted. Among the more important of these labor controversies are the following: —

*Boston Building Trades.* — On January 20 there was a cessation of work in the building trades in Boston and the vicinity as a result of the inability of members of the Building Trades Employers' Association, comprising about 300 employers, and of the United Building Trades' Council, comprising 31 distinct trades, to reach a settlement of their differences. The efforts of the Board to adjust these differences proved unavailing, and in the performance of its duty the Board made an investigation, a report of which will be found under the heading of "Reports."

*Boston, Revere Beach & Lynn Railroad.* — In February the Boston, Revere Beach & Lynn Railroad gave notice to its employees of a proposed reduction in wages and a change in working conditions. The Board, finding that the parties were apparently unable to adjust their differences and that a labor controversy was likely to result, and further finding that the time was insufficient within which to make an investigation, requested the company to postpone action for the period of one week. This request was acceded to and conferences were held. After ascertaining the facts, the Board

was convinced that no basis of adjustment could be reached unless both parties were willing to make concessions. As a result of the conferences, the company consented to waive two-fifths of the proposed reduction and also to abandon the contemplated changes in working conditions. Under these modifications the reduction would average about 12 per cent. On March 21 a settlement was reached upon this basis and a strike averted. This was a matter of great importance, not only to the localities served by this railroad, but also to the company and the employees as well, as it was one of the first reductions attempted by any railroad in this country. The agreement reached reflects credit upon the spirit in which each party to the controversy met and recognized the rights of the other.

*Eastern Massachusetts Street Railway Company.* — In the early part of May it became apparent that the trustees of the Eastern Massachusetts Street Railway Company and the employees of the company were unlikely to adjust their differences, which involved the interpretation of their agreement, a proposed reduction in wages, and a change in working conditions. This was a matter of serious concern to the communities in the eastern section of the State. During the week of May 8 interviews were held by the Board with the trustees and the representatives of the employees, resulting in a joint conference held at the office of the Board May 13 and 14. At this conference an agreement was reached that whatever differences could not be adjusted by the parties would be presented to the Board for arbitration, thereby averting the threatened strike. As the parties were unable to agree upon certain rules and working conditions, these questions, together with the proposed reduction in wages, were arbitrated, and a decision was rendered by the Board on May 28.

*A. C. Lawrence Leather Company and National Calfskin Company.* — In January a labor controversy between the

A. C. Lawrence Leather Company and the National Calfskin Company (corporations operated by the National Leather Company) and their employees came to the attention of the Board. It appeared that these two companies had an agreement with members of the Leather Workers' Union which expired November 1, 1920. The two companies notified the representatives of the union that on that date they would cease to have any further dealings with the union as such, but would be willing to deal with their own employees, either individually, collectively or through a committee. A reduction in wages was also to be put into effect. On February 11, 1921, about 44 men ceased work in the tacking department of the National Calfskin Company, which employed about 550. A general cessation of work on the part of the employees of this plant took place on February 25. The Board investigated the matter and, after conferences with both parties, endeavored to adjust the differences, but was unable to do so. On March 31 practically all of the employees, about 1,200 in number, ceased work in the plant of the A. C. Lawrence Leather Company. The Board, after consultation with the mayor of Peabody and others, being unable to conciliate the differences or to induce the employers to submit the matter to arbitration (which the employees agreed to do), proceeded under the statute to hold a public hearing to determine who was mainly responsible for the existence of the labor controversy.

The first hearing was held on April 27, and hearings were continued on various dates for a period of about a month. In each instance the hearings assumed the nature of conferences, during which the company submitted two offers of adjustment which were refused by the employees. On May 24 a proposition was submitted by the company which, briefly stated, was that within the next thirty days work would be guaranteed to 900 former employees of the A. C. Lawrence



Leather Company and 300 former employees of the National Calfskin Company, but without recognition of the union. This proposition was accepted by the men and the controversy adjusted.

*Moore Drop Forging Company.* — On December 8, 1920, a controversy arose between the Moore Drop Forging Company and its employees, the company then employing about 500 men in its two plants, one in Springfield and the other in Chicopee, resulting in the cessation of work of about one-third of its employees. The controversy arose mainly over the company's introducing a system known as the individual contract. The Board was unable to adjust this controversy, and later held public hearings to determine which party was mainly responsible. The company attempted, through legal proceedings, to prevent the Board from making an investigation of this controversy, and the matter was taken to the Supreme Judicial Court. An opinion was rendered about the middle of September under the title, "*Moore Drop Forging Company v. Fisher et al.*," in which the court sustained the Board in its position that it had a right to continue with the investigation with certain limitations. The details of this controversy, together with a reference to this decision, are set forth in the report of this investigation, which appears under the heading of "Reports."

#### ARBITRATION.

The work of the Board in arbitrating differences between employers and employees is reflected in the decisions, and needs no extended comment. The chief work of the Board in this important branch of its duties has been, as in the past, in the boot and shoe industry, the most important case outside of this industry being that of the Eastern Massachusetts Street Railway Company.

Of the 409 joint applications for arbitration pending, 389 are applications from manufacturers of Brockton, members of the

Brockton Shoe Manufacturers' Association, and employees, members of the Boot and Shoe Workers' Union, on the question of reduction in wages. These applications, when all have been filed, will comprise 13 departments in each of the factories, about 28 in number, and will cover many thousands of items. This is one of the most important matters ever presented to this Board for determination, affecting as it does the chief industry of Brockton with its thousands of employees. The submission of these applications bears testimony to the harmonious operation of the agreement between the manufacturers and the employees, under the terms of which all differences not otherwise adjusted are presented to the Board for arbitration without any cessation of work. Of the remaining 20 applications for arbitration pending, some are also from the South Shore district, and involve the same issue. These will undoubtedly be heard and a decision rendered in conjunction with the above-named cases.

#### INVESTIGATION.

Under the provisions of the law, where the Board has been unable to secure an adjustment of a labor controversy or to obtain an agreement to submit the same to arbitration, the Board is called upon to make an investigation and determine who is mainly responsible for its existence.

The first investigation was of the controversy arising between members of the Building Trades Employers' Association of Boston and members of the United Building Trades' Council, a report of which, with the details thereof, appears under the heading of "Reports."

The second investigation was of the controversy arising between the A. C. Lawrence Leather Company and the National Calfskin Company, corporations affiliated with the National Leather Company, and their employees. A settlement was reached, rendering a report unnecessary.

The third investigation was of the controversy arising between the Moore Drop Forging Company and its employees, a report of which appears under the heading of "Reports." In this report the Board finds that "there is no labor controversy justifying further proceedings on its part, either of investigation or for placing the responsibility for the original controversy."

Following is a list of industries in which joint applications for arbitration have been filed, with the issues arbitrated thereunder, also a list of industries investigated by the Board as a conciliator, with the matters in controversy.

The Board again takes this opportunity to extend to the parties with whom it has had dealings its most sincere appreciation of their assistance and co-operation. It trusts and believes that a continuation of these relations will inure to the benefit of the Commonwealth.

#### LIST OF INDUSTRIES AFFECTED AND PRINCIPAL DIFFERENCES IN CONCILIATION AND ARBITRATION CASES.

##### CONCILIATION.

##### *Industries affected.*

Automobile accessories.	Machinery.
Baking.	Metal trades.
Barber.	Novelties.
Building.	Paper.
Carpet manufacture.	Printing.
Clothing.	Restaurant.
Coal.	Rubber.
Forgings.	Shipbuilding.
Furniture.	Shoemaking.
Gas.	Textiles.
Leather.	Theater.
Lumber.	Transportation.

*Principal Differences.*

Classification of employees.	Individual contract.
Closed shop.	Interpretation of agreement.
Discharge.	Shop conditions.
Hours.	Wages.

## ARBITRATION.

<i>Industries affected.</i>	<i>Issues arbitrated.</i>
Leather.	Wages.
Shoemaking.	Interpretation of contract.
	Discharge.
	Wages.
Transportation.	Wages and working conditions.

## FINANCIAL STATEMENT.

	1921 Appropriations.	Expenditures.	Unexpended Balance.	1922 Estimated Expenditures.
Personal services . . . . .	\$17,000 00	\$9,555 00	\$7,445 00	\$19,750 00
Expenses . . . . .	6,000 00	3,783 63	2,211 32	6,185 00
Totals . . . . .	\$23,000 00	\$13,343 63	\$9,656 32	\$25,935 00

Respectfully submitted,

EDWARD FISHER,  
HERBERT P. WASGATT,  
SAMUEL ROSS,

*Associate Commissioners.*



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# NORMALITY CASES

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## NORMALITY CASES.

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Certificates of normality of business were issued to the following-named petitioners: The J. H. Bordeaux Company, Springfield; Milton Bradley Company, Springfield; A. Jacobs & Sons, Inc., Lynn; The Tudor Press, Boston.

Certificates were denied to the W. S. Best Printing Company, Boston; Moore Drop Forging Company, Springfield and Chicopee; the Stetson Press, Inc., Boston; Albert White, Springfield.

Petitions of The Calkins Press, Boston; Addison C. Getchell & Son, Boston; Lamb Knitting Machine Company, Chicopee; Loring-Axtell Company, Springfield; and Rhodes & Ripley Clothing Company, Boston, were placed on file, no action being requested.



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# DECISIONS

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## DECISIONS.

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### BROCKTON GAS LIGHT COMPANY — BROCKTON.

The following decision was rendered on December 2, 1920:—

*In the matter of the joint application for arbitration of a controversy between the Brockton Gas Light Company and employees in Brockton. (354)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Brockton Gas Light Company to its employees at Brockton for the work as there performed:—

Meter shop:	Per Week of 48 Hours.
Supervising meter repairer . . . . .	\$38 88
Meter repairers . . . . .	33 12
Helpers . . . . .	20 16
Automobile department:	
Head automobile mechanic . . . . .	37 92
Automobile mechanic . . . . .	30 72
Garage night men, per week of 57½ hours, \$29.90.	
Shop department:	
Low-pressure fitters . . . . .	27 36
Low-pressure fitters' helpers . . . . .	24 00
High-pressure fitters . . . . .	28 32
High-pressure fitters' helpers . . . . .	22 08
Water-heater fitter . . . . .	28 80
Water-heater fitter's helper . . . . .	20 16
Meter and complaint men . . . . .	26 88
Special helper . . . . .	25 92
Helpers . . . . .	20 16
Trimmers . . . . .	20 16
Clerk . . . . .	24 96
Storeroom helper . . . . .	26 88

By agreement of the parties this decision shall take effect as of July 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**FREEDMAN-POWERS SHOE COMPANY — BROCKTON.**

The following decisions were rendered on December 2, 1920: —

*In the matter of the joint application for arbitration of a controversy between the Freedman-Powers Shoe Company of Brockton and treers. (363)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, and investigated the work in question, its character, and the conditions under which it is performed, the Board awards that the following prices shall be paid by the Freedman-Powers Shoe Company to employees at Brockton for treeing boys' shoes, as the work is there performed: —

	Per 24 Pairs.
Gun metal, cleaned, one coat of filler . . . . .	\$0 50
Russia calf, cleaned, one coat of polish and ragged . . . . .	85
Ironing black tops . . . . .	15
Ironing Russia-calf tops . . . . .	15

By agreement of the parties this decision shall take effect as of September 1, 1920.

*In the matter of the joint application for arbitration of a controversy between the Freedman-Powers Shoe Company of Brockton and treers. (364)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, and investigated the work in question, its character, and the conditions under which it is performed, the Board awards that 20 cents per 24 pairs shall be paid by the Freedman-Powers Shoe Company at Brockton for ironing russet tops, as the work is there performed.

By agreement of the parties this decision shall take effect as of November 1, 1920.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.**

The following decision was rendered on December 14, 1920: —

*In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (362)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices



shall be paid by Bresnahan-MacLaughlin Shoe Company at Lynn for the work as there performed:—

Stitching French binding:										Per Pair.
Sabot pump	.	.	.	.	.	.	.	.	.	\$0 05
Grecian pump	.	.	.	.	.	.	.	.	.	10

By agreement of the parties this decision shall take effect as of the date of the introduction of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

### W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On December 21, 1920, the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between W. L. Douglas Shoe Company of Brockton and Goodyear welters in Factory No. 5. (365)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by W. L. Douglas Shoe Company in Factory No. 5 at Brockton for Goodyear welting women's shoes with shoulder innersoles, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

### FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

The following decision was rendered on December 28, 1920:—

*In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company of Brockton and finishers. (361)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices

shall be paid by Freedman-Powers Shoe Company at Brockton for the work as there performed:—

Boys' SHOES.		Per 24 Pairs.
Scouring heels (leather), two papers . . . . .		\$0 17
Expediting heels; waxing, padding, brushing and keying heels and filling holes . . . . .		24
Scouring bottoms, pinwheel and naumkeag attached . . . . .		284
Painting or staining full bottoms . . . . .		16
Gumming full bottoms previously stained or painted . . . . .		14
Polishing full bottoms, including rolling . . . . .		284

By agreement of the parties this decision shall take effect as of September 1, 1920.

By the Board,  
BERNARD F. SUPPLE, *Secretary*.

#### BRESNAHAN-MacLAUGHLIN SHOE COMPANY—LYNN.

On December 28, 1920, the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and wood-heelers. (366)*

Having considered said application, heard the parties by their duly authorized representatives and investigated the character of the work and the conditions under which it is performed, the Board awards that the following prices shall be paid by Bresnahan-MacLaughlin Shoe Company at Lynn for the work as there performed:—

Wood-heeling, new system:		Per Pair.
Cutting on and fitting . . . . .		\$0 06
Gluing and attaching heels by screw machine . . . . .		04
Finishing . . . . .		07

By agreement of the parties this decision shall take effect as of October 26, 1920.

By the Board,  
BERNARD F. SUPPLE, *Secretary*.

**THE G. W. HERRICK SHOE COMPANY — LYNN.**

On December 28, 1920, the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and lasters. (3)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that no extra price shall be paid by The G. W. Herrick Shoe Company at Lynn to lasters for cutting the linings of turned shoes, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

On December 30, 1920, the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and employees. (1)*

The original issue which gave rise to the present controversy arose under a former agreement dated November 29, 1919, between the Allied Shoe Workers' Union, of which the employee in question is a member, and The G. W. Herrick Shoe Company, a member of the Lynn Shoe Manufacturers' Association, Inc. The controversy relates to the jurisdiction of the "adjustment committee" established under the existing agreement between the same parties, dated October 2, 1920.

Having heard the parties by their duly authorized representatives, and considered the evidence presented, the Board determines that the issue which has arisen is a difference within the meaning of that word as used in Article 2 of the agreement dated October 2, 1920, and that the adjustment committee established under the terms of this agreement has jurisdiction thereof.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**MERRILL, PORTER & CO. — LYNN.**

On December 30, 1920, the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Merrill, Porter & Co., member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (4)*

This controversy arises under an agreement dated October 2, 1920, between Joint Council No. 1 of the United Shoe Workers of America, acting for and on behalf of the local unions of this organization, including local No. 8 of which the ironers are members, and Merrill, Porter & Co., a member of the Lynn Shoe Manufacturers' Association, Inc.

Having heard the parties by their duly authorized representatives and considered the evidence presented, the Board determines that the ironers are not entitled to a  $12\frac{1}{2}$  per cent increase in wages or bonus, so called.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**BROPHY BROTHERS SHOE COMPANY — LYNN.**

On January 4 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and assemblers. (2)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that  $1\frac{1}{2}$  cents per 12 pairs shall be deducted from the price paid by Brophy Brothers Shoe Company at Lynn to assemblers when shanks are not inserted by them.

By agreement of the parties this decision shall take effect as of the date of the change in method.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**J. H. WINCHELL & CO., INC. — HAVERHILL.**

The following decision was rendered on January 4:—

*In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees in the stitching department. (6)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., in the stitching department at Haverhill for piece work on samples now done by the hour:—

Samples (except on eyeletting):

Lots of 1, 2, 3, 4 or 5 pairs, double price.

Lots of 6 or more pairs, 1½ price.

Eyeletting samples:

Lots of 1, 2, 3, 4 or 5 pairs, 12 cents per 12 eyelets.

Lots of 6 or more pairs, 8 cents per 12 eyelets.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

#### ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.

The following decision was rendered on January 13:—

*In the matter of the joint applications for arbitration of controversies between Allen-Goller-Leighton Company, shoe manufacturer of Lynn, and stitchers. (7, 8, 12)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Allen-Goller-Leighton Company at Lynn for the work as there performed:—

	Per Pair.
Pressing two-buckle straps, all around . . . . .	\$0 09
Stitching cut-outs:	
40 cut-outs to a pair, 3 or 4 points on a cut-out . . . . .	25
24 cut-outs to a pair; on the new Reece buttonhole machine . . . . .	07

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

#### CUSHING SHOE COMPANY — LYNN.

The following decision was rendered on January 13:—

*In the matter of the joint application for arbitration of a controversy between the Cushing Shoe Company of Lynn and skivers, etc. (9)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices



shall be paid by the Cushing Shoe Company at Lynn for the work as there performed: —

	Per 36 Pairs.
Skiving vamp line on bound two-strap shoe . . . . .	\$0 10
Pressing vamp line on bound two-strap shoe . . . . .	24

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

### RIALTO SHOE COMPANY — LYNN.

The following decisions were rendered on January 13: —

*In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (10)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following price shall be paid by the Rialto Shoe Company at Lynn for the work as there performed: pressing anklet pump, all around, \$2.16 per 36 pairs.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

*In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (11)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following price shall be paid by the Rialto Shoe Company at Lynn for the work as there performed: stitching cut-outs on six-strap sandal; 12 cut-outs to a pair, two points on each cut-out, 9 cents per pair.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

*In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (14)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Rialto Shoe Company at Lynn for the work as there performed: —

Cleaning, ironing and dressing pumps:	Per 36 Pairs.
With one instep strap . . . . .	No extra.
With two instep straps . . . . .	extra \$0 12
With anklet strap and instep straps . . . . .	extra 24

Cleaning ooze pumps:				Per 36 Pairs.
With one instep strap	.	.	.	No extra.
With two instep straps	.	.	.	extra \$0 12
With anklet strap and instep straps	.	.	.	extra 24

By agreement of the parties this decision shall take effect as of December 9, 1920.

By the Board,  
BERNARD F. SUPPLE, *Secretary*.

### BRIGGS-HUTCHINSON COMPANY — LYNN.

The following decision was rendered on January 17: —

*In the matter of the joint application for arbitration of a controversy between the Briggs-Hutchinson Company, member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (13)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Briggs-Hutchinson Company at Lynn for the work as there performed: —

Cleaning, ironing and dressing pumps:				Per 36 Pairs.
With one instep strap	.	.	.	No extra.
With two instep straps	.	.	.	extra \$0 12
With anklet strap and instep straps	.	.	.	extra 24

By agreement of the parties this decision shall take effect as of December 9, 1920.

By the Board,  
BERNARD F. SUPPLE, *Secretary*.

### LYNCH SHOE COMPANY — LYNN.

On January 25 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the Lynch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pump stitchers. (15)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.98 per 36 pairs shall be paid by the Lynch Shoe Company at Lynn for stitching one-strap shoe with two points, pattern No. 507, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,  
BERNARD F. SUPPLE, *Secretary*.

**RIALTO SHOE COMPANY — LYNN.**

On January 25 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pump stitchers. (16)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$3.06 per 36 pairs shall be paid by the Rialto Shoe Company at Lynn for stitching anklet pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**HARRISON-LOCKWOOD COMPANY — HAVERHILL.**

On February 28 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Harrison-Lockwood Company, shoe manufacturer of Haverhill, and employees. (17)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Harrison-Lockwood Company to its employees at Haverhill for the work as there performed:—

Skiving:	Per 12 Pairs.
Pattern 4-42, quarter . . . . .	no change \$0 07
Pattern 4-42, back strap . . . . .	no change 18
Ankle strap . . . . .	no change 15
Four-pointed vamp . . . . .	no change 08
Pattern 4-40, three-button, one-strap; top and strap . . . . .	no change 18
Egyptian tie, top . . . . .	no change 12
Two-pointed vamp . . . . .	no change 07
Seamless pump . . . . .	no change 05
Circular vamp . . . . .	no change 03½
Oxford vamp, square throat . . . . .	no change 04
Oxford quarter . . . . .	no change 08
Backstays . . . . .	no change 03
Straight tips . . . . .	02½
Toes . . . . .	02



Skiving — *Con.*

		Per 12 Pairs.
One-eyelet tie:		
Top, pattern 10-12 . . . . .	no change	\$0 08
Vamp line . . . . .	no change	04
Tongue . . . . .	no change	05
Vamp, three-quarter . . . . .	no change	06
Top and front, boots . . . . .	no change	08
Wave top, boots . . . . .	no change	09
Theo tie; top, overlap, pattern 4-6 . . . . .	no change	20
Regular Theo tie; top, vamp, pattern 10-12 . . . . .		14
Two-eyelet tie . . . . .	no change	08
Vamp line . . . . .	no change	04
Tongue . . . . .	no change	05
Two cross straps . . . . .	no change	20
Four-eyelet tie . . . . .	no change	12
Wing tip . . . . .	no change	06
Foxings:		
Pointed . . . . .	no change	06
Regular . . . . .	no change	04
Vamp and toe . . . . .		07
Hand-pressing, including cementing:		
One-eyelet tie . . . . .	no change	27
Two-eyelet tie, including shank . . . . .	no change	36
Oxford . . . . .	no change	16
Polish . . . . .	no change	24
Polish, wave top . . . . .	no change	27
Theo tie, including tongue . . . . .	no change	60
Tongue, one-eyelet . . . . .	no change	15
Tongue, two-eyelet . . . . .	no change	12
Tongue, plug . . . . .	no change	09
One-strap, quarter and vamp . . . . .	no change	40
Pump, not to include backing up . . . . .	no change	20
Wave-pointed top . . . . .	no change	30
Two cross straps . . . . .	no change	65
Four-eyelet tie, including tongue, . . . . .	no change	40
Oxford foxing . . . . .	no change	12
Two-pointed vamp . . . . .	no change	14
Four-pointed vamp . . . . .	no change	18
Polish fronts . . . . .	no change	18
Back strap, pattern 4-42 . . . . .	no change	40
Ankle strap and top, pattern 4-42 . . . . .	no change	55
Two-button, one-strap, pattern 4-40 . . . . .	no change	40
Machine pressing:		
Except as otherwise designated . . . . .	One-quarter off.	
Circular vamp, including cementing . . . . .		08
Three-quarter vamp, including cementing . . . . .		10
Perforating:		
Three-quarter vamp . . . . .		08
Foxing . . . . .		08
Lace row . . . . .		08
Circular vamp . . . . .		07
Tip:		
Regular . . . . .		04
With medallion . . . . .		04
Wing . . . . .		12
Square lace, Polish boot . . . . .		15

Perforating — *Con.*

Per 12 Pairs.

Bar . . . . .	no change	\$0 04
Ensign lace . . . . .	no change	04
Toeing up and stitching tongue . . . . .	no change	12
Eyeletting:		
Boots . . . . .	no change	09
Low-cuts . . . . .	no change	05
Fancy stitching:		
Short perforation on quarter:		
Single-needle, including across ends . . . . .	no change	20
Double-needle . . . . .	no change	14
Vamp line on pump . . . . .	no change	16
Imitation wing, single-needle, blucher foxing . . . . .	no change	18
Imitation wing, double-needle, pointed foxing . . . . .	no change	22
Straight tip, double needle . . . . .	no change	06
Straight tip, double-needle, held-on foxing . . . . .	no change	09
Straight tip, single-needle, held on . . . . .	no change	12
Lace row:		
Single-needle, one row . . . . .	no change	12
Double-needle . . . . .	no change	10
Stitching foxing, oxford brogue . . . . .	no change	25
Stitching foxing, boot brogue . . . . .	no change	30
Oxford lace row; double-needle, perforated . . . . .	no change	10
Stitching foxing . . . . .	no change	18
Pinked edges, extra . . . . .	no change	03
Polish top, lace row, pattern 999:		
Double-needle . . . . .	no change	24
Single-needle . . . . .	no change	36
Polish, lace-row boot; double-needle, perforated . . . . .	no change	33
Cut-outs:		
Joined, stitching four holes per shoe . . . . .	no change	36
Joined, stitching six holes per shoe . . . . .	no change	50
Stitching 36 holes, pattern 25-4, per pair . . . . .	no change	1 40
Reece machines, per 100 holes . . . . .	no change	20
Top-stitching:		
One-eyelet tie, including tongue . . . . .	no change	55
Plain pump . . . . .	no change	24
Stay, extra . . . . .	no change	02
Plug pump . . . . .	no change	30
Oxford . . . . .	no change	27
Stay, extra . . . . .	no change	02
Two-eyelet tie . . . . .	no change	24
Polish, straight . . . . .	no change	28
Polish, wave top . . . . .	no change	30
Colonial pump . . . . .	no change	48
Button boot . . . . .	no change	30
Four-eyelet tie . . . . .	no change	36
Pointed vamp . . . . .	no change	30
Two cross straps . . . . .	no change	65
Wave-peak top (999) . . . . .	no change	35
Closing:		
Theo front, Singer lock stitch . . . . .		06
Vamp, sides . . . . .		04
Vamp, heels . . . . .		04
Pump . . . . .		04
Polish top . . . . .		05

Closing — *Con.*

Button boot:		Per 12 Pairs.
Back seam . . . . .		\$0 06
Front seam . . . . .		07
Foxing . . . . .		04
Oxford, back seam . . . . .		04
Whole quarter . . . . .		07

## Staying:

Vamp, sides . . . . .		05
Vamp, sides, including cutting back or trimming . . . . .		06
Vamp, heels . . . . .		05
Vamp, heels, including cutting back . . . . .		06
Polish top . . . . .		06

## Button boot:

Back seam . . . . .		06
Front seam . . . . .		07
Oxford . . . . .		05
Foxing, including cutting back . . . . .		05
Whole quarter . . . . .		08
Plug pump . . . . .		06

## Closing on:

Straight top . . . . .	no change	08
Two-wave . . . . .	no change	12
Three-wave . . . . .	no change	14

## Cording:

Straight top . . . . .	no change	08
Two-wave . . . . .	no change	12
Three-wave . . . . .	no change	14
Button boot . . . . .	no change	10

## Table work:

Backing heel seam . . . . .	no change	05
Cementing blucher stay . . . . .	no change	05
Cementing eyelet stay, boot . . . . .	no change	05
Blacking:		
Top and front . . . . .	no change	05
Cleo top . . . . .	no change	05
Cleo cut-outs . . . . .	no change	09
Trimming top, two-eyelet . . . . .	no change	05

## Marking:

Straight tip, by hand . . . . .	no change	03
Wing tip, by hand . . . . .	no change	06
Lace row, by hand . . . . .	no change	06
Top, Eureka machine . . . . .	no change	01
Vamp, Eureka machine . . . . .	no change	01
Foxing, Eureka machine . . . . .	no change	01

## Cementing doublers, by machine:

Long . . . . .		04
Short . . . . .		04

Taping pump, paper . . . . .	no change	06
Stenciling cut-outs . . . . .	no change	10
Trimming cut-outs . . . . .	no change	06
Blacking, one-eyelet Theo . . . . .	no change	06 $\frac{3}{4}$
Tying up . . . . .	no change	05

## Stamping:

One stock number . . . . .		03
Two stock numbers . . . . .		06

		Per 12 Pairs.
Backstays:		
Tape backstay, boot . . . . .	no change	\$0 20
Tape backstay, pattern 4-42 . . . . .	no change	15
Anchor stay . . . . .	no change	12
Three-quarter backstay, three-quarter-foxed shoe . . . . .	no change	18
Long backstay, whole-quarter shoe . . . . .	no change	30
Lining-making:		
Web stay . . . . .	no change	05
Side facing . . . . .		14
Top facing . . . . .		05
Top facing, pieced . . . . .		08
Oxford, heel and vamp . . . . .		10
Pump, heel, toe and vamp . . . . .	no change	13
Two-eyelet tie, closing heel seam . . . . .		03
Plug pump, heel, toe and vamp . . . . .	no change	14
Blucher oxford lining . . . . .		18
One eyelet tie, closing back, vamp and tongue . . . . .		18
Never-slip stay . . . . .	no change	10
Two cross straps . . . . .	no change	22
Pattern 4-40 . . . . .		18
Pattern 4-42 . . . . .		20
Closing strap, ankle . . . . .	no change	05
Vamping:		
Cylinder Polish . . . . .	no change	40
Oxford . . . . .	no change	30
One-eyelet tie . . . . .	no change	60
Two-eyelet tie, blucher Polish . . . . .	no change	45
Button boot . . . . .	no change	40
Pointed vamp . . . . .	no change	45
Foxed boot, circular vamp, perforated . . . . .	no change	40
Oxford, circular vamp, perforated . . . . .	no change	40
Centering vamp, extra . . . . .	no change	02
Matchmarking, extra . . . . .	no change	04
Blucher oxford, linings held back . . . . .	no change	50
Two cross straps . . . . .	no change	30
Egyptian tie, pattern 4-44 . . . . .	no change	30
Two-button, one-strap, pattern 4-40 . . . . .	no change	30
One-strap, pattern 4-42 . . . . .	no change	40
Shimmy pump . . . . .	no change	60
Five-eyelet tongueless Polish . . . . .	no change	40
Five-strap tongueless Polish . . . . .	no change	40
Skiving, pressing, closing or staying:		
Nu Buck, ooze or suède, extra . . . . .		01
Samples:		
1 to 12 pairs . . . . .	Double price.	
More than 12 pairs . . . . .	One and one-half price.	
		Per Hour.
Bench work . . . . .	no change	40
Operators . . . . .	no change	60
Over-time work . . . . .	One and one-half price.	
New work to be done by the hour until price is adjusted.		

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**WELCH SHOE COMPANY — LYNN.**

The following decision was rendered on March 3: —

*In the matter of the joint application for arbitration of a controversy between the Welch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and cover cutters. (18)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 18 cents per 12 pairs shall be paid by the Welch Shoe Company at Lynn for cutting three-quarter covers, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**BROPHY BROTHERS SHOE COMPANY — LYNN.**

The following decision was rendered on March 24: —

*In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and its employees. (20)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Brophy Brothers Shoe Company at Lynn for the work as there performed: —

	Per 36 Pairs.
Skiving backstay with pointed top, for whole-quarter shoe . . .	\$0 90
Pressing backstay with pointed top, for whole-quarter shoe . . .	33

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**LYNCH SHOE COMPANY — LYNN.**

The following decision was rendered on March 24: —

*In the matter of the joint application for arbitration of a controversy between the Lynch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (21)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.44 per 36 pairs shall



be paid by the Lynch Shoe Company at Lynn for pressing quarters, pattern No. 507, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

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#### **POOLE & JOHNSTON — BROCKTON.**

On March 29 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Poole & Johnston, shoe manufacturers of Brockton, and edgemakers.*  
(22)

This application submits a controversy arising over the discharge of an edgemaker by the employers, Poole & Johnston of Brockton.

Having considered said application, heard the parties by their duly authorized representatives, and considered the report of the expert assistant nominated by the employees (the employers waiving the right to nominate an expert), the Board finds that the employers under the existing conditions were within their rights in discharging the employee in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

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#### **BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.**

On April 13 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers.* (26)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 4½ cents per pair shall be paid by the Bresnahan-MacLaughlin Shoe Company at Lynn for stitching Colonial pumps, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**HOAG & WALDEN, INC. — LYNN.**

On April 13 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Hoag & Walden, Inc., member of the Lynn Shoe Manufacturers' Association, Inc., and perforators. (27)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 40 cents per 36 pairs shall be paid by Hoag & Walden, Inc., at Lynn for perforating pointed ball straps where punch is reversed and double-punch perforation is made.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**MITCHELL-CAUNT COMPANY — LYNN.**

On April 13 the following decisions were rendered: —

*In the matter of the joint application for arbitration of a controversy between Mitchell-Caunt Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (24)*

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that there is no established price in the factory of Mitchell-Caunt Company at Lynn for the operation of stitching cut-outs described in the application, as the work is there performed.

*In the matter of the joint application for arbitration of a controversy between Mitchell-Caunt Company, member of the Lynn Shoe Manufacturers' Association, Inc., and binders. (28)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that  $4\frac{3}{4}$  cents per pair shall be paid by Mitchell-Caunt Company at Lynn for binding two-strap pump, flat.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**RICE & HUTCHINS, INC. — MARLBOROUGH.**

On April 13 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer, and employees in its Curtis Factory at Marlborough. (41)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be a general reduction of 10 per cent in the prices paid by Rice & Hutchins, Inc., to its employees in the Curtis Factory at Marlborough.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**JOHN R. DONOVAN COMPANY — LYNN.**

The following decision was rendered on April 15:—

*In the matter of the joint application for arbitration of a controversy between John R. Donovan Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (34)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by John R. Donovan Company at Lynn for the work as there performed:—

Pattern No. 9555:						Per 36 Pairs.
Stitching straps on quarters	.	.	.	.	.	\$0 72
Vamping straps	.	.	.	.	.	72
Matching rights and lefts, on each part	.	.	.	.	.	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*



**P. J. HARNEY SHOE COMPANY — LYNN.**

The following decision was rendered on April 15: —

*In the matter of joint applications for arbitration of a controversy between the P. J. Harney Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and its vamps and stitchers. (35, 36)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the P. J. Harney Shoe Company at Lynn for the work as there performed: —

Vamping, pattern 1SA:	Per 36 Pairs.
One row, single-needle machine . . . . .	\$0 99
Two rows, spaced . . . . .	1 05
Stitching quarters on tongues:	
First row . . . . .	72
Second row . . . . .	36
Stitching insert on oxford . . . . . Per pair,	\$0.06.

By agreement of the parties this decision shall take effect as of the date of the beginning of the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**CUSHMAN & HÉBERT, INC. — HAVERHILL.**

The following decision was rendered on April 15: —

*In the matter of the joint application for arbitration of a controversy between Cushman & Hébert, Inc., shoe manufacturer of Haverhill, and employees in the stitching department. (32)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Cushman & Hébert, Inc., to its employees at Haverhill for the work as there performed: —

Pattern No. 662:	
Skiving:	Per 12 Pairs.
Quarters . . . . .	\$0 09
Straps . . . . .	15
Vamps . . . . .	05
Nu Buck, ooze and suède; each part, extra . . . . .	01

Pattern No. 662 — *Con.*

Pressing by machine:										Per 12 Pairs.
Quarters	.	.	.	.	.	.	.	.	.	\$0 20
Straps	.	.	.	.	.	.	.	.	.	24
Vamps	.	.	.	.	.	.	.	.	.	10
Nu Buck, ooze and suède; extra	.	.	.	.	.	.	.	.	.	01
Perforating:										
Quarters	.	.	.	.	.	.	.	.	.	14
Straps	.	.	.	.	.	.	.	.	.	20
Vamps	.	.	.	.	.	.	.	.	.	08
Fancy stitching, single-needle machine:										
Quarters	.	.	.	.	.	.	.	.	.	20
Straps	.	.	.	.	.	.	.	.	.	24
Straps on quarters	.	.	.	.	.	.	.	.	.	36
Vamping	.	.	.	.	.	.	.	.	.	27
Vamping, second row, single-needle machine	.	.	.	.	.	.	.	.	.	18
Cementing quarters by machine	.	.	.	.	.	.	.	.	.	04

## Pattern No. 663, Aero pump:

Skiving:										
Saddle	.	.	.	.	.	.	.	.	.	05
Vamps	.	.	.	.	.	.	.	.	.	035
Quarters	.	.	.	.	.	.	.	.	.	05
Pressing saddle	.	.	.	.	.	.	.	.	.	09

## Pattern No. 578:

Fancy stitching, single-needle machine:										
Foxings, two rows, held on	.	.	.	.	.	.	.	.	.	375
Wing tips, two rows, held on	.	.	.	.	.	.	.	.	.	40

## Pattern No. 645:

Fancy stitching:										
Saddle, single-needle machine	.	.	.	.	.	.	.	.	.	60
Saddle, double-needle machine	.	.	.	.	.	.	.	.	.	40
Foxings, two rows, single-needle machine	.	.	.	.	.	.	.	.	.	375

## Theo tie:

Pressing by machine:										
Quarters	.	.	.	.	.	.	.	.	.	18
Anklelets	.	.	.	.	.	.	.	.	.	20
Pointed vamps	.	.	.	.	.	.	.	.	.	10
Fancy stitching:										
Three tear-drop cut-outs	.	.	.	.	.	.	.	.	.	67
Two tear-drop cut-outs	.	.	.	.	.	.	.	.	.	45
Vamping	.	.	.	.	.	.	.	.	.	27
Top stitching	.	.	.	.	.	.	.	.	.	36

## Stapling by machine:

Boots	.	.	.	.	.	.	.	.	.	05
Oxfords	.	.	.	.	.	.	.	.	.	04

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**UNITED STATES LEATHER COMPANY — BOSTON.**

On April 15 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the United States Leather Company of Boston and leather-handlers.*  
(45)

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be a reduction of 10 per cent in the wages paid by the United States Leather Company in Boston to leather-handlers in its employ.

By agreement of the parties this decision shall take effect as of April 11, 1921.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**BARTLETT, SOMERS COMPANY — LYNN.**

The following decision was rendered on April 29: —

*In the matter of the joint application for arbitration of a controversy between Bartlett, Somers Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stampers.* (33)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that the following prices shall be paid by Bartlett, Somers Company at Lynn for the work as there performed: —

Stamping outsides with regular lining-marking machine:										Per 36 Pairs.
Two pieces to a pair	.	.	.	.	.	.	.	.	.	\$0 03
Four pieces to a pair	.	.	.	.	.	.	.	.	.	06

By agreement of the parties this decision shall take effect as of the date upon which the list was presented to the Lynn Shoe Manufacturers' Association, Inc.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**THE G. W. HERRICK SHOE COMPANY — LYNN.**

The following decision was rendered on April 29: —

*In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vamp pressers. (37)*

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that vamp pattern No. 174 in the factory of The G. W. Herrick Shoe Company at Lynn shall be classified as having a round throat.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

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**LYNN SHOE MANUFACTURERS' ASSOCIATION MEMBERS — LYNN.**

The following decisions were rendered on April 29: —

*In the matter of the joint application for arbitration of a controversy between the members of the Lynn Shoe Manufacturers' Association, Inc., and finishers. (44)*

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that the price paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn for cutting and wheeling moulded shanks shall be the same as the price paid for "fancy cutting and wheeling."

By agreement of the parties this decision shall take effect as of the date of filing the case with the Lynn adjustment committee.

*In the matter of the joint application for arbitration of a controversy between members of the Lynn Shoe Manufacturers' Association, Inc., and finishers. (50)*

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that no extra compensation shall be paid by members of the Lynn Shoe Manufacturers' Association, Inc., at Lynn for finishing velvet bottoms with a bleach finish, as the work is there performed.

By the Board,

BERNARD F. SUPPLE, *Secretary.*

**EASTERN MASSACHUSETTS STREET RAILWAY COMPANY.**

On May 14 the following decision was rendered:

*In the matter of the joint application for arbitration of a controversy between the Eastern Massachusetts Street Railway Company and its employees, members of the Amalgamated Association of Street and Electric Railway Employees of America and its several divisions, numbered 174, 235, 238, 240, 243, 246, 249, 253, 261, 270, 280, 373, 473, 503, 551. (59)*

Having considered said application, heard the parties by their duly authorized representatives and examined the evidence presented, the Board makes the following report and findings.

The issues submitted are twelve in number, the first two being questions of wages; the remaining issues relate to working rules and conditions, involving in some instances both hours and compensation. The trustees seek to reduce the wages of their employees approximately 17.7 per cent, which, if granted, would bring the wages back to the level existing previous to the arbitration award of 1920, and also oppose any increase in the differential of 5 cents per hour paid to operators of the one-man cars. They further seek to exclude from the new agreement to be entered into with their employees and to be effective from May 2, 1921, to May 1, 1922, both inclusive, the working rules and conditions hereinafter specified. The employees seek to retain the present rate of wages, to increase the differential paid to operators of the one-man cars and to retain such working rules and conditions.

The specific issues presented are as follows: —

1. Shall basic wages be reduced to the scale in effect April 30, 1920?
2. Shall there be any change in the differential paid to men while operating one-man cars?
3. Shall seniority be abolished?
  - (a) In shops.
  - (b) In car houses.
  - (c) In track department.
  - (d) In power plants.
  - (e) In the line department.
4. In the case of a curtailment of force, shall employees hold their seniority rights for a period of six months, so that in case of increase in force they shall be returned to the service in accordance with such seniority before any new men are hired?
5. Shall the computation of time for runs of conductors and motormen be changed from computation to fifteen-minute and half-hour periods to computation to ten-minute periods?
6. Shall relief for thirty minutes or less be paid for?
7. Shall employees in mechanical and miscellaneous departments be allowed ten minutes under pay to wash up?
8. Shall men in the mechanical and miscellaneous departments who work eight hours on Sundays and holidays and nine on week days be paid nine hours' pay for the eight hours' work on Sundays and holidays?



9. Shall employees be paid at the rate of time and a half for work done on Sundays and holidays?
  - (a) In shops.
  - (b) In car houses.
  - (c) In track department.
  - (d) In power plants.
  - (e) In the line department.
10. Shall employees in the mechanical and miscellaneous departments when doing overtime work be paid compensation in addition to their regular hourly rate?
11. Shall employees in the rolling-stock shops be allowed Saturday half holiday with pay?
12. Shall it be provided that regular employees of the mechanical and miscellaneous departments, who have worked one continuous year or two consecutive full track seasons, shall not have their wages reduced by reason of occasional rainy or inclement weather?

The company now operates approximately 680 miles of track, and of the 2,400 employees, about 1,860 are to be affected by the award. The territory served includes a greater part of the eastern portion of the State, exclusive of the city of Boston, and affords a means of transportation to many of the largest manufacturing centers of the Commonwealth.

The company is operated under what is commonly called the public-control act, chapter 188 of the Special Acts of 1918, by a board of five trustees appointed by the Governor, the trustees assuming office June 1, 1919; the operation being upon the basis of what is commonly known as the "service-at-cost" plan, which, briefly stated, is that the trustees shall have the duty and authority to establish fares sufficient to meet the cost of service, the items of which are enumerated by the statute and are, briefly: maintenance, operating expenses, taxes, rentals, interest, dividends, depreciation and losses, and other lawful expenses. The capitalization of the company is limited to the valuation ascertained and approved by the then Public Service Commission, now the Department of Public Utilities, the interest and dividends issued on such capitalization not to exceed 6 per cent.

The trustees, in presenting their case, claimed it was necessary, in order to prevent a further discontinuance of mileage (about 187 miles having been discontinued since September, 1917, in part by the receiver and in part by them) and maintain service, to install the one-man car, these cars being first introduced on this system in April, 1920. At the present time about 90 per cent of the car mileage is so operated, and they also found it necessary at various times to increase fares. Mr. Loring, chairman of the board of trustees, further testified that the trustees were of the opinion that, generally speaking, the limit of fare increase as an income-producing factor had been reached and, in some instances, perhaps over-reached. Evidence was also offered that even with the increased fares the trustees had been unable to meet maturing bonds and also the interest due on the company's obligations. The unpaid interest on May 1, 1921, amounted to \$1,017,869.32. It further appeared that of the funded

securities amounting to \$16,797,500, \$8,978,500 are held by savings banks, \$3,698,000 by life insurance companies and \$4,121,000 by other institutions and trustees; thus indicating to some extent what, in addition to the vital question of furnishing transportation, the successful operation of this company means to the welfare of the communities served and of the Commonwealth as well.

Hearings on this application began May 5 and extended over a period of four days, detailed evidence being presented by both parties to sustain their respective contentions upon each issue submitted. No attempt is here made to give a summary of the evidence, but the following comprise the most important items: —

The rate of wages received by the employees prior to and on October 1, 1914, with the various increases granted, including the 20 per cent increase under the award of 1920.

Recognition by the War Labor Board in 1918 that this class of employees was underpaid.

Rates of wages paid employees in similar and other employment, both within and without the Commonwealth, together with the character and comparative value of the work performed.

Reduction in wages and continuation of existing wages in this and other employment.

The operation of the one-man car and the differential paid throughout the United States to the operators.

The reasons for and objections to the working rules and conditions, length of time in force, occasion for adoption and results following their application, and to what extent in force elsewhere on systems both within and without the Commonwealth.

The objections to the seniority rule and the defence thereof.

The terms of the new agreement, affording redress to an employee unjustly discharged or suspended.

The approval by the trustees of the principles of seniority.

The financial condition of the company and the general operation of the road under the service-at-cost plan, including the increases in fares.

The general depression in business as affecting the income of the company and the contention of the employees that the financial condition of the company should not be considered.

The decrease in the cost of living and conclusions of experts concerning the force, permanency and weight to be given thereto.

It appears that the increase in wages received by the employees upon this system since October 1, 1914, has exceeded in percentage the increased cost of living during the same period. The Board recognizes that the justification for such increase was not entirely based upon the increased cost of living. It is generally recognized, however, that such increase has been the controlling factor in justifying the increase in wages of the employees during this period, and further, that there has been a substantial decrease in the cost of living, the official report of the Massachusetts Commission on the Necessaries of Life, covering the period to May 1, determining such decrease from the peak reached in July, 1920, to be 18.8 per cent.

After an examination and consideration of the evidence, including the



exhibits, twenty-eight in number, together with the able arguments of counsel, the Board determines that a reduction in wage is warranted at the present time.

The Board finds sufficient reason for including in the new agreement certain of the working rules and conditions as submitted, but as to the remainder, whatever reason there may have been for their adoption, the Board finds no sufficient justification to warrant their continuance.

The Board, in answer to the specific issues presented, makes the following award: —

1. That there shall be a reduction in the basic wage now in force of  $12\frac{1}{2}$  per cent.  
Where this reduction when applied to the hourly wage results in a fractional part of a cent, a fraction of 5 mills or less shall be paid as half a cent; fractions over 5 mills shall be paid as 1 cent.
2. That there shall be no change in the differential of 5 cents per hour paid to operators of the one-man car.
3. Yes, in all classes specified.
4. No.
5. No.
6. Yes.
7. No.
8. No.
9. No, in all classes specified.
10. Yes, at the present rate of time and a half.
11. No.
12. No.

Under the articles of the submission it is specified that if the parties are unable to agree upon the wording of the sections of the new agreement relating to the subject-matters submitted to arbitration, the wording shall be left to the Board. It is further agreed that this award shall be effective from May 2, 1921, until May 1, 1922, both inclusive.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

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#### GEORGE E. KEITH COMPANY — BROCKTON.

On May 16 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between George E. Keith Company, shoe manufacturer of Brockton, and vampers.*  
(38)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices

shall be paid by George E. Keith Company at Brockton for the work as there performed: —

Vamping Trix oxford:

Per 24 Pairs.

Single-needle machine, two rows; extra over circular-oxford price . \$0 09

Double-needle machine, two rows; extra over circular-oxford price . 07

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

### C. S. MARSHALL COMPANY — BROCKTON.

On May 16 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between C. S. Marshall Company, shoe manufacturer of Brockton, and vampers.*  
(29)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by C. S. Marshall Company at Brockton for the work as there performed: —

Vamping Boston lace oxford:

Regular stock:

Per 24 Pairs.

One-needle machine, two rows . . . . . \$1 65

Two-needle machine, two rows, close . . . . . 1 40

Extra row, one-needle machine . . . . . 36

Second operation on two-needle machine; work not performed.

Cordovan stock:

One-needle machine, two rows . . . . . 1 737

Two-needle machine, two rows, close . . . . . 1 487

Extra row, one-needle machine . . . . . 36

Second operation on two-needle machine; work not performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**STACY-ADAMS COMPANY — BROCKTON.**

On May 16 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and vamps.*  
(39)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 90 cents per 24 pairs shall be paid by Stacy-Adams Company at Brockton for vamping No. 50½ oxford (single-needle machine, two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

**LEONARD & BARROWS — MIDDLEBOROUGH.**

On May 31 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Leonard & Barrows, shoe manufacturer of Middleborough, and employees.*  
(31)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards the following prices and conditions in the factory of Leonard & Barrows at Middleborough for the work as there performed on shoes cut from snuffed Russia sides (the conditions in the cutting department to be those which prevail in the Brockton district): —

**CLASSIFICATION OF LEATHERS.**

Cutting whole shoes by hand:

Class 1:

Colored kid, colored kangaroo, genuine buck (whole shoes), black glazed kangaroo.

Class 2:

Full-grain Russia calf and Russia sides, black and colored Cordovan, ooze calf (whole shoes), Nu Buck sides (whole shoes), black vici.

Cutting whole shoes by hand — *Con.*

## Class 3:

Gun metal, box calf and sides, colored snuffed sides, oil grain leather, colored patent leather.

## Class 4:

Patent leathers (except colored patent): patent colt, patent cowhide, enamel.

## Class 5:

Canvas shoes, buff leathers, satin oil, split.

## Cutting whole shoes by machine:

## Class 1:

Colors: colored kid, colored kangaroo, colored genuine buck (whole shoes).  
Balance: black glazed kangaroo.

## Class 2:

Colors: colored full-grain Russia calf and Russia sides, colored Cordovan, colored ooze calf (whole shoes), colored Nu Buck (whole shoes).  
Balance: black Cordovan, black ooze calf (whole shoes), black Nu Buck sides (whole shoes), black vici kid, black patent vici kid, black elk.

## Class 3:

Colors: painted colored snuffed sides or calf (boarded or smooth), colored patent leather, colored oil grain.  
Balance: gun metal, box calf and sides, black oil grain.

## Class 4:

Patent colt, patent cowhide (except colored patent leather), enamel.

## Class 5:

Canvas shoes, buff leathers, satin oil, split.

## Cutting tops, by hand or machine:

## Class 1:

Colored kid.

## Class 2:

Black kid, mat kid, mat calf, Russia calf, glazed kangaroo, mat kangaroo, boarded Russia, box calf, ooze calf, Nu Buck.

## Class 3:

Side leathers, cloth tops.

## VALUES.

## Whole-shoe cutting:

## By hand:

	Per Point.
Class 1 . . . . .	\$0 01056
Class 2 . . . . .	00935
Class 3 . . . . .	0088
Class 4 . . . . .	00792
Class 5 . . . . .	00704

## By machine:

## Class 1:

Colors . . . . .	00828
Balance . . . . .	00771

## Class 2:

Colors . . . . .	00736
Balance . . . . .	0069

## Class 3:

Colors . . . . .	0069
Balance . . . . .	0064

## Class 4

. . . . .	00575
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## Class 5

. . . . .	00517
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## Top-cutting:

## By hand:

Per Point.

Class 1	.	.	.	.	.	.	.	.	.	\$0 009
Class 2	.	.	.	.	.	.	.	.	.	00804
Class 3	.	.	.	.	.	.	.	.	.	00696

## By machine:

Class 1	.	.	.	.	.	.	.	.	.	00656
Class 2	.	.	.	.	.	.	.	.	.	00586
Class 3	.	.	.	.	.	.	.	.	.	00507

## Cutting on block; no change:

Per Week of 48 Hours.

First 4 months	.	.	.	.	.	.	.	.	.	\$12 00
Second 4 months	.	.	.	.	.	.	.	.	.	15 36
Third 4 months	.	.	.	.	.	.	.	.	.	18 24
Thereafter	.	.	.	.	.	.	.	.	.	19 50

## Skiving; no change:

Vamps, tips and tops	.	.	.	.	.	.	.	.	.	28 20
Outside stays and tongues	.	.	.	.	.	.	.	.	.	23 50
Inside leather linings	.	.	.	.	.	.	.	.	.	20 00

Cloth-lining cutting . . . . . no change 38 20

Leather-lining cutting (by hand) . . . . . no change 22 00

Trimming-cutting (by hand) . . . . . no change 20 40

Rogers tip-marking . . . . . no change 18 00

Tip-perforating . . . . . no change 18 00

Putting up work . . . . . no change 16 50

## Lasting room:

Per 12 Pairs.

Insole-tacking	.	.	.	.	.	.	.	.	.	\$0 046
Assembling	.	.	.	.	.	.	.	.	.	13
Operating pulling-over machine	.	.	.	.	.	.	.	.	.	18
Operating No. 5 or No. 7 bed machine (heel and toe)	.	.	.	.	.	.	.	.	.	50
Side-lasting by hand	.	.	.	.	.	.	.	.	.	31
Trimming uppers	.	.	.	.	.	.	.	.	.	0217

Day work (48 hours per week); no change:

Pounding, \$25 per week.

Crowning, \$30.25 per week.

## Bottoming room:

Welting	.	.	.	.	.	.	.	.	.	24
Tacking butts and tacking shanks	.	.	.	.	.	.	.	.	.	0325
Beating welts	.	.	.	.	.	.	.	.	.	03
Cementing outsoles	.	.	.	.	.	.	.	.	.	0145
Filling bottoms	.	.	.	.	.	.	.	.	.	035
Cementing bottoms	.	.	.	.	.	.	.	.	.	0145
Sole-laying	.	.	.	.	.	.	.	.	.	055
Nailing heelseats	.	.	.	.	.	.	.	.	.	0325
Roughrounding	.	.	.	.	.	.	.	.	.	125
Turning channels	.	.	.	.	.	.	.	.	.	0225
Rounding heelseats	.	.	.	.	.	.	.	.	.	0225
Goodyear stitching, ribbon stitch	.	.	.	.	.	.	.	.	.	30
Cementing channels	.	.	.	.	.	.	.	.	.	0145
Laying channels	.	.	.	.	.	.	.	.	.	0145
Leveling	.	.	.	.	.	.	.	.	.	055
Stapling	.	.	.	.	.	.	.	.	.	035
Pulling tacks	.	.	.	.	.	.	.	.	.	065
Trimming inseams	.	.	.	.	.	.	.	.	.	045
Butting and removing insole tacks	.	.	.	.	.	.	.	.	.	07

Day work; no change in the prices now paid.



Stitching room:		Per 12 Pairs.
Stamping linings . . . . .		\$0 013
Folding, Glass machine:		
Bal. . . . .		05
Circular-seam oxford . . . . .		05
Folding, Booth machine, whole-quarter bal. . . . .		045
Closing tops:		
Seamless bal. . . . .		023
Whole-quarter bal. . . . .		033
Rubbing tops . . . . .		013
Stitching top-facing . . . . .		03
Fitting bal. . . . .		12
Laying in oxford . . . . .		03
Cementing hook-stay . . . . .		033
Undertrimming:		
Bal. . . . .		12
Circular-seam oxford, held on . . . . .		16
Stitching backstay (B) . . . . .		08
Eyeletting (invisible eyelets):		
Oxford . . . . .		04
Bal. to top . . . . .		06
Trimming bal. top. . . . .		0225
Doubling, circular-seam vamp . . . . .		033
Closing vamp or foxing . . . . .		033
Staying:		
Vamp or foxing . . . . .		04
Bal. seamless top . . . . .		045
Whole-quarter bal. . . . .		05
Vamping:		
Seamless bal. (B) . . . . .		35
Seamless bal. (CB) . . . . .		42
Whole-quarter bal. (C) . . . . .		40
Foxed bal. (1939) (C) . . . . .		40
Foxed bal. (1940) (C) . . . . .		35
Circular-seam oxford:		
7000 (C) . . . . .		34
7000 (B) . . . . .		27
7020 (C) . . . . .		42
Foxed lace oxford (7012) (D) . . . . .		45
Closing toe seams . . . . .		045
Lacing, invisible eyelets . . . . .		0325
Edgemaking room:		
Heeling, rubber base attached . . . . .		12
Heel-shaving, rubber heels . . . . .		08
Heel-breasting . . . . .		0425
Edgetrimming . . . . .		28
Knifing . . . . .		06
Edgesetting, two settings . . . . .		28
Finishing room:		
Scouring rubber heels . . . . .		09
Heels and rands . . . . .		0145
Blacking and gumming . . . . .		0217
Scouring bottoms . . . . .		09
Gumming bottoms . . . . .		02
Painting bottoms and heel-breasts . . . . .		0652
Waxing painted bottoms . . . . .		05



Finishing room — <i>Con.</i>	Per 12 Pairs.
Burnishing heel edges, Expedite machine . . . . .	\$0 08
Polishing painted bottoms . . . . .	08
Pulling lasts . . . . .	05
Stamping bottoms . . . . .	02
Treeing and packing room:	
Treeing, Russia sides . . . . .	36
Lacing and inserting heel-pads . . . . .	05
Rolling and brushing edges and uppers . . . . .	045
Day work; no change in the prices now paid.	

By the Board,

BERNARD F. SUPPLE, *Secretary.*

### BARTLETT, SOMERS COMPANY — LYNN.

On June 2 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Bartlett, Somers Company, member of the Lynn Shoe Manufacturers' Association, Inc., and cutters. (53)*

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that 9¼ cents per pair shall be paid by Bartlett, Somers Company at Lynn for cutting pattern No. 117 (blucher cut and pricking vamps).

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

### P. J. HARNEY SHOE COMPANY — LYNN.

On June 2 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between P. J. Harney Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (57)*

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$1.80 per 36 pairs shall be paid by P. J. Harney Shoe Company at Lynn for stitching one-strap pump No. 23A, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**HENNESSEY, MAXWELL & HENNESSEY SHOE COMPANY — LYNN.**

On June 2 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Hennessey, Maxwell & Hennessey Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (58)*

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that \$1.89 per 36 pairs shall be paid by Hennessey, Maxwell & Hennessey Shoe Company at Lynn for stitching one-strap pump No. 04822.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

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**ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.**

On June 2 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Allen-Goller-Leighton Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (63)*

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that 3¼ cents per pair shall be paid by Allen-Goller-Leighton Company at Lynn for stitching Colonial pumps, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

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**STACY-ADAMS COMPANY — BROCKTON.**

On June 2 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and treers. (42)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Stacy-Adams Company at Brockton for the work as there performed: —

Black or tan kid or kangaroo:		Per 24 Pairs.
Cleaned, ironed and one coat of dressing applied . . .	no change	\$1 016
Extra coat of dressing, including extra jacking . . .		20

By the Board,

EDWARD FISHER, *Chairman*.

### WALL, DOYLE & DALY, INC. — BROCKTON.

The following decision was rendered on June 2: —

*In the matter of the joint application for arbitration of a controversy between Wall, Doyle & Daly, Inc., shoe manufacturer of Brockton, and treers.*  
(43)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 89 cents per 24 pairs shall be paid by Wall, Doyle & Daly, Inc., at Brockton for treeing vici kid (cleaned, ironed and one coat of dressing applied), as the work is there performed.

By the Board,

EDWARD FISHER, *Chairman*.

### A. J. BATES COMPANY — WEBSTER.

The following decision was rendered on June 6: —

*In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and employees.*  
(40)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be a general reduction of 10 per cent in the prices paid by A. J. Bates Company to its employees at Webster.

By the Board,

EDWARD FISHER, *Chairman*.

**ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.**

On June 9 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Allen-Goller-Leighton Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (86)*

This application relates to the discharge of an employee in the stitching department of Allen-Goller-Leighton Company at Lynn.

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that Allen-Goller-Leighton Company was within its rights in discharging the employee in question.

By the Board,

EDWARD FISHER, *Chairman.*

**BACON-ROLLINS COMPANY — LYNN.**

The following decision was rendered on June 9:—

*In the matter of the joint applications for arbitration of controversies between Bacon-Rollins Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers, etc. (64-66)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Bacon-Rollins Company at Lynn for the work as there performed:—

	Per 36 Pairs.
Perforating quarter and vamp line on one-strap shoe . . . . .	\$0 69
Skiving one-strap shoe, from heel seam to top of strap . . . . .	14
Stitching second row on one-strap shoe . . . . .	72

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**CENTRAL SHOE COMPANY — LYNN.**

On June 9 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Central Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (67)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 90 cents per 36 pairs

shall be paid by the Central Shoe Company at Lynn for stitching second row on one-strap shoe, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

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#### CUSHING SHOE COMPANY — LYNN.

On June 9 the following decisions were rendered: —

*In the matter of the joint application for arbitration of a controversy between the Cushing Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and skivers. (68)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 99 cents per 36 pairs shall be paid by the Cushing Shoe Company at Lynn for skiving the collar on a two-strap shoe, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

*In the matter of the joint application for arbitration of a controversy between the Cushing Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers. (79)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.29 per 36 pairs shall be paid by the Cushing Shoe Company at Lynn for pressing shoes, pattern No. 1022, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

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#### RICE & HUTCHINS, INC. — MARLBOROUGH.

The following decision was rendered on June 16: —

*In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer of Marlborough, and employees in the Curtis Factory. (56)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants



nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., to its employees at Marlborough in the Curtis Factory for the work as there performed:—

LITTLE GENTS' SHOES.		Per 12 Pairs.
Tip stitching . . . . .		\$0 04½
Vamping:		
Bal., two-needle machine, close rows . . . . .		32½
Whole-quarter bal., two rows spread, and brace . . . . .		30
Bal., single-needle machine, two rows . . . . .		43½
Assembling:		
Green-tag grade . . . . .		14½
Pink- and yellow-tag grades . . . . .		12½
Pulling-over:		
Black shoes:		
Green-tag grade . . . . .		15½
Pink- and yellow-tag grades . . . . .		14½
Russet shoes . . . . .	extra	01
Operating No. 5 machine:		
Black shoes, low toes:		
Green-tag grade . . . . .		33½
Pink- and yellow-tag grades . . . . .		31½
Russet shoes, low toes:		
Green-tag grade . . . . .		37
Pink- and yellow-tag grades . . . . .		35
Side lasting:		
Consolidated hand-method machine . . . . .		14½
Staple machine . . . . .		16½
Heeling:		
Model B machine . . . . .		11½
Three surface nails . . . . .		04½
Bases . . . . .		07½
Heel-breasting . . . . .		03½
Scouring heels . . . . .		07
Scouring top-lifts . . . . .		03½
Samples . . . . .	One and one-half price.	

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

#### RIALTO SHOE COMPANY—LYNN.

On June 27 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vampers. (25)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.08 per 36 pairs shall be paid by the Rialto Shoe Company at Lynn for vamping collar boot, space work, on two-needle machine, as the work is there performed.



By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

### **BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.**

On June 27 the following decision was rendered:—

*In the matter of the joint applications for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (75-78)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Bresnahan-MacLaughlin Shoe Company at Lynn for the work as there performed:—

Stitching Claudia pump:	Per 36 Pairs.
Insert . . . . .	\$1 62
Second row on vamp and insert . . . . .	36
Second row on top and foxing (including pulling ends) . . . . .	1 11
Stitching second row on Floretta tongues . . . . .	36

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

### **MITCHELL-CAUNT COMPANY — LYNN.**

On June 27 the following decision was rendered:—

*In the matter of the joint applications for arbitration of a controversy between Mitchell-Caunt Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (80-81)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Mitchell-Caunt Company at Lynn for the work as there performed:—

Stitching diamond-shaped cut-outs (without the knife, died out):	
Ten cut-outs . . . . .	\$0 05
Twelve cut-outs . . . . .	06

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

**WATSON SHOE COMPANY — LYNN.**

On June 27 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the Watson Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and perforators. (69)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that \$1.50 per 36 pairs shall be paid by the Watson Shoe Company at Lynn for perforating Omar shoe (No. 50-24), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,  
EDWARD FISHER, *Chairman.*

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**BROPHY BROTHERS SHOE COMPANY — LYNN.**

On June 28 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Brophy Brothers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and Fair-stitchers. (73)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 20 cents per 12 pairs shall be paid by Brophy Brothers Shoe Company at Lynn for Fair-stitching (eleven stitches or more to the inch).

By agreement of the parties this decision shall take effect as of the date when the case was "listed with the manufacturers' association for adjustment."

By the Board,  
EDWARD FISHER, *Chairman.*

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**GREGORY & READ COMPANY — LYNN.**

On June 28 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Gregory & Read Company, member of the Lynn Shoe Manufacturers' Association, Inc., and finishers. (74)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards, in the factory of Gregory

& Read Company at Lynn, that the two pairs of damaged shoes in question shall not be charged to the leveler; and that there shall be no change in the method of buffing the shanks and heels of soles for wood-heel shoes.

By the Board,

EDWARD FISHER, *Chairman.*

### W. L. DOUGLAS SHOE COMPANY — BROCKTON.

On July 5 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between  
W. L. Douglas Shoe Company of Brockton and skivers (stay department).  
(54)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by W. L. Douglas Shoe Company at Brockton for skiving in the stay department, as the work is there performed:—

Skiving, Pluma or Fortuna machine:

End of No. 224 blucher facing:	Per 24 Pairs.
Pieced . . . . .	\$0 019
Whole . . . . .	02½
Split outside backstays, Nos. 7, 10, 11 or 13 . . . . .	01½
Bottom end of No. 7 outside backstay . . . . .	01
No. 1 outside backstay, plain . . . . .	02½
Split outside backstays Nos. 1 and 4, plain . . . . .	02
Bottom and top ends of No. 4 outside backstay, . . . . .	02

By the Board,

EDWARD FISHER, *Chairman.*

### DIAMOND SHOE COMPANY — BROCKTON.

On July 5 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between  
the Diamond Shoe Company of Brockton and lasters in Factory C.  
(55)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that there shall be no change in the prices paid by the Diamond Shoe Company in Factory C at Brockton for lasting shoes of the brown-tag and blue-tag grades, as follows:—

	Per 24 Pairs.
Assembling by hand, vulco box . . . . .	\$0 433
Pulling-over by machine, vulco box . . . . .	402
Operating No. 5 machine:	
Black leather . . . . .	1 012
Colored leather . . . . .	1 0678
Patent leather . . . . .	1 267
Extras . . . . .	No change.

By the Board,

EDWARD FISHER, *Chairman.*

### MARLBOROUGH SHOE COMPANY — MARLBOROUGH.

On July 9 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and employees.* (98)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough for the work as there performed:—

#### McKAY WORK.

	Per 12 Pairs.
Edgetrimming, including randing, wetting and boning:	
Single soles . . . . .	\$0 30
Slip taps, not Fair-stitched . . . . .	30
Slip taps, Fair-stitched . . . . .	33
Heel-scouring, Cuban heels:	
First scouring, one paper . . . . .	07½
Second scouring, one paper . . . . .	05½
Heel-rolling, Louis heels . . . . .	04½

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**BRESNAHAN-MacLAUGHLIN SHOE COMPANY — LYNN.**

On July 18 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Bresnahan-MacLaughlin Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and wood-heelers. (99)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that no extra price shall be paid by Bresnahan-MacLaughlin Shoe Company at Lynn for putting on and finishing celluloid heels under the "new system of attaching wood heels."

By the Board,

EDWARD FISHER, *Chairman.*

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**MITCHELL-CAUNT COMPANY — LYNN.**

The following decision was rendered on July 18: —

*In the matter of the joint application for arbitration of a controversy between Mitchell-Caunt Company, member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (95)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 4 cents extra per 12 pairs shall be paid by Mitchell-Caunt Company at Lynn for ironing and dressing blue-kid pumps with white-kid inserts, or tan-kid pumps with ooze inserts, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date on which the case was "filed with the adjustment board."

By the Board,

EDWARD FISHER, *Chairman.*

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**LUKE W. REYNOLDS COMPANY — BROCKTON.**

On July 22 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Luke W. Reynolds Company, shoe manufacturer of Brockton, and skivers. (62)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions



under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Luke W. Reynolds Company at Brockton for the work as there performed:—

Skiving:	Per 48 Hours.
Vamps, tops or tips . . . . .	\$31 20
Outside backstays, outside trimmings or foxings . . . . .	26 50
Inside trimmings, leather linings, tongues, etc. . . . .	22 00

By the Board,

EDWARD FISHER, *Chairman.*

#### DONOVAN'S SONS COMPANY — LYNN.

On July 26 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Donovan's Sons Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vamps. (100)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 18 cents per 36 pairs shall be paid by Donovan's Sons Company at Lynn for vamping one seam on the side of a pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

#### CHARLES O. TIMSON SHOE COMPANY — LYNN.

On July 26 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Charles O. Timson Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and vamps. (101)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 36 cents per 36 pairs shall be paid by Charles O. Timson Shoe Company at Lynn for vamping the Sabot pump, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*



**WELCH SHOE COMPANY — LYNN.**

On July 26 the following decision was rendered:—

*In the matter of the joint applications for arbitration of a controversy between the Welch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (102, 103)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Welch Shoe Company at Lynn for the work as there performed:—

Stitching golf oxford, pattern No. 66:

Foxing, per 36 pairs	\$0 54
Saddle strap, per pair	05½

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**STROUT, STRITTER & CO. — LYNN.**

The following decision was rendered on July 26:—

*In the matter of the joint applications for arbitration of a controversy between Strout, Stritter & Co., member of the Lynn Shoe Manufacturers' Association, Inc., and employees. (104-106)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by Strout, Stritter & Co. at Lynn for the work as there performed:—

One-strap shoe:	Per 36 Pairs.
Perforating foxing	\$0 28½
Pressing foxing	36
Skiving foxing	12

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**TRAVERS SHOE COMPANY — LYNN.**

On July 26 the following decision was rendered: —

*In the matter of the joint applications for arbitration of a controversy between the Travers Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and pressers, etc.* (108, 109)

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Travers Shoe Company at Lynn for the work as there performed: —

Three-strap shoe, pattern No. 635:	Per 36 Pairs.
Pressing quarters; top, front and vamp line . . . . .	\$0 83
Skiving quarters . . . . .	33

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**WATSON SHOE COMPANY — LYNN.**

On July 28 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Watson Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and finishers.* (94)

Having considered said application and heard the parties by their duly authorized representatives, the Board determines that the fluid known as "Big B stain" in the finishing department of the Watson Shoe Company at Lynn is a paint.

By agreement of the parties this decision shall take effect as of May 14, 1921.

By the Board,

EDWARD FISHER, *Chairman.*

**DIAMOND SHOE COMPANY — BROCKTON.**

On August 2 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Diamond Shoe Company, of Brockton, and vamps.* (60)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the Diamond Shoe Company at Brockton shall pay 70 cents per 24 pairs for vamping pattern No. 569 (single-needle machine, two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of this pattern.

By the Board,

EDWARD FISHER, *Chairman*.

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**THOMPSON BROTHERS SHOE COMPANY — BROCKTON.**

The following decisions were rendered on August 2: —

*In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and vamps. (61)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that Thompson Brothers Shoe Company at Brockton shall pay \$0.835 per 24 pairs for vamping women's shoes, pattern No. 532 (single-needle machine, two rows), as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of the introduction of the work.

*In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and vamps. (72)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Thompson Brothers Shoe Company at Brockton for vamping men's shoes, circular patterns Nos. 162 and 550, namely, \$0.1452 per 24 pairs more than the price for regular circular work; and that there shall be no extra paid for vamping pattern No. 163, as the work is there performed.

By the Board,

EDWARD FISHER, *Chairman*.

**CHURCHILL & ALDEN COMPANY — BROCKTON.**

The following decision was rendered on August 2: —

*In the matter of the joint application for arbitration of a controversy between Churchill & Alden Company, of Brockton, and heelers. (87)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Churchill & Alden Company to its employees at Brockton for the work as there performed: —

		WOMEN'S SHOES.	Per 24 Pairs.
Heeling:			
	Regular work with top lift	. . . . . no change	\$0 2913
	Bases for rubber heels	. . . . . no change	2513
Slugging:			
	One row . . . . .	. . . . . no change	17
	Over one row . . . . .	. . . . . no change	255
	Three slugs . . . . .	. . . . .	11
Shaving:			
	Regular work with leather top:		
	10/8 and under	. . . . . no change	19
	11/8 and 12/8 . . . . .	. . . . .	2178
	Over 12/8 . . . . .	. . . . .	24
	Whole or half rubber heels:		
	10/8 and under . . . . .	. . . . .	23
	11/8 and 12/8 . . . . .	. . . . .	2578
Breasting heels:			
	12/8 and under . . . . .	. . . . . no change	11
	Over 12/8 . . . . .	. . . . .	12
Orthopedic heels; samples and single pairs on each of the above operations		Price and one-half.	

By the Board,

EDWARD FISHER, *Chairman.*

**MARLBOROUGH SHOE COMPANY — MARLBOROUGH.**

On August 4 the following decisions were rendered: —

*In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company and stitchers. (91)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company to its employees at Marlborough for the work as there performed: —

## STITCHING ROOM.

Machine pressing (not including cementing):		Per 12 Pairs.
Three-quarter vamps and foxings . . . . .	no change	\$0 08
Circular vamps . . . . .		06
Plain circular foxings . . . . .	no change	04½
Polish top and lace:		
Square corners . . . . .		11
Round corners . . . . .		14
Wave tops . . . . .		15
Straight tips . . . . .		03½
Tips, Booth machine . . . . .	no change	02
Straight oxfords, top and lace, round corners . . . . .		09½
High-back foxings . . . . .		06½
Lining making:		
Oxfords, back seam . . . . .		03
Oxfords, vamps . . . . .		08
Closing top facings . . . . .		02
Closing side facings . . . . .		04
Closing toes and stitching tongues:		
Oxfords . . . . .		07
Boots . . . . .		07
Top facings on wave tops (02942-1) . . . . .	no change	06
Side facings on wave tops . . . . .	no change	11½
Staying:		
Boot tops . . . . .	no change	05½
Whole quarters . . . . .	no change	07
Undertrimming (top stitching):		
Polish pressed tops, held on . . . . .	no change	24
Oxfords, plain . . . . .		20
Wave-top boots, extra . . . . .	no change	02
Pattern 02972-3 . . . . .		30
Fancy stitching:		
Circular foxings, held on . . . . .	no change	18
Imitation circular foxings, Style X-S . . . . .	no change	12
High-back foxings, held on, two close rows . . . . .		22
High-back foxings, imitation, Style X-D, two space rows . . . . .		15
No. 10 saddle straps, held on . . . . .		25
No. 11 saddle straps, held on . . . . .		22
Imitation No. 10 saddle straps . . . . .		16½
Imitation No. 11 saddle straps . . . . .		16½
Style X-R oxfords . . . . .	no change	12
Style X-K, tops, one row . . . . .	no change	12
Style X-K, facings, two-needle machine . . . . .	no change	12
Eyeletting:		
Duplex machine:		
Polish boots, 17, 18, 19 or 20 eyelets . . . . .	no change	08
Oxfords, five or six eyelets . . . . .	no change	04½
Peerless machine:		
Polish boots, 17, 18, 19, or 20 eyelets . . . . .	no change	08½
Oxfords, five or six eyelets . . . . .		05
Blind eyelets, extra, boots . . . . .	no change	01
Blind eyelets, extra, oxfords . . . . .	no change	00½

By agreement of the parties this decision shall take effect as of the date of beginning the trial prices.



*In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company and stitchers. (110)*

Having considered said application, hearing having been waived by the parties, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Marlborough Shoe Company to its employees at Marlborough for the work as there performed:—

Stitching backstays:		Per 12 Pairs.
Boots, Nos. 15 and 18 . . . . .		\$0 15
Boots, long backstays (whole quarter) . . . . .		20
Marking:		
Lace row:		
Style T . . . . .		06½
Style X . . . . .	no change	05
Style X-M . . . . .	no change	05
Style X-J . . . . .	no change	05
Style Z . . . . .		06½
Style X-B . . . . .	no change	06
Style X, oxfords . . . . .	no change	04
Style Z, oxfords . . . . .		05½
Saddle straps:		
No. 10 . . . . .		04½
No. 11 . . . . .		04
Imitation circular foxings, style X-S . . . . .	no change	04
Imitation high-back foxings, style X-D . . . . .	no change	04½
Imitation wing tip, No. 6 . . . . .		04
Pricking holes, extra per hole . . . . .	no change	01
Doubling:		
L. V. L. vamps, doublers . . . . .		04
Vamp linings, short . . . . .		03
Throat stays . . . . .	no change	02
Boot tops . . . . .		04
Oxford tops . . . . .		03½
Saddles . . . . .	no change	04
Ensign lacing:		
Oxfords or boots . . . . .		03½

By agreement of the parties this decision shall take effect as of the date of beginning the trial prices.

By the Board,  
EDWARD FISHER, *Chairman.*

#### CHARLES A. EATON COMPANY—BROCKTON.

On August 9 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, of Brockton, and pinkers. (85)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-



versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Charles A. Eaton Company to its employees at Brockton for the work as there performed: —

Pinking:	Per 24 Pairs.
Wing tips . . . . .	\$0 18
Wing tips, pointed . . . . .	20
Vamps, long or short . . . . .	145
Foxings . . . . .	145
Brogue foxings . . . . .	22
Anchor lace stays . . . . .	22
Straight lace stays . . . . .	145

By the Board,

EDWARD FISHER, *Chairman*.

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**CHURCHILL & ALDEN COMPANY, DIAMOND SHOE COMPANY,  
CHARLES A. EATON COMPANY, FIELD & FLINT COMPANY  
AND GEORGE E. KEITH COMPANY — BROCKTON.**

On August 18 the following decision was rendered: —

*In the matter of the joint applications for arbitration of controversies between Churchill & Alden Company, Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company, and George E. Keith Company, of Brockton, and edgemakers. (113-117)*

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversies, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that price and one-half, grade for grade, shall be paid by Churchill & Alden Company, Diamond Shoe Company, Charles A. Eaton Company, Field & Flint Company and George E. Keith Company to their employees at Brockton for edgetrimming and edgsetting rolled-edge shoes, including around the heel, after heeling, as the work is there performed.

This decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

**MARLBOROUGH SHOE COMPANY — MARLBOROUGH.**

On August 18 the following decisions were rendered:—

*In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company and side lasters. (125)*

Having considered said application, hearing having been waived by the parties, and investigated the work in question, its character, and the conditions under which it is performed, and considered the reports of expert assistants nominated by the parties, the Board awards that the Marlborough Shoe Company at Marlborough shall pay for side-lasting boots or oxfords as the work is there performed, including spindling, 27 cents per 12 pairs.

*In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company and skivers. (126)*

Having considered said application, hearing having been waived by the parties, and investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough for the work as there performed:—

Skiving Theo ties, regular patterns:		Per 12 Pairs.
Vamps . . . . .	no change	\$0 05½
Quarters . . . . .		07

By agreement of the parties the decision on the above items shall take effect as of the date of beginning the work.

Skiving oxfords, top and front (lace) . . . . .	Per 12 Pairs.
	\$0 05½

By agreement of the parties the decision on the above item shall take effect as of June 18, 1921.

By the Board,  
EDWARD FISHER, *Chairman.*

**HAZEN B. GOODRICH & CO. — HAVERHILL.**

On August 18 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Hazen B. Goodrich & Co., of Haverhill, and stitchers. (119)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Hazen B. Goodrich & Co. to their employees at Haverhill for the work as there performed:—

French-cord turning:						Per 12 Pairs.
Lorraine one-strap, patterns 618 and 619	.	.	.	.	.	\$0 84
Side-seam one-strap, pattern 621	.	.	.	.	.	84
Men's one-strap	.	.	.	.	.	84
Pep, one-strap	.	.	.	.	.	60
Ooze, nubuck or fabrics, except velvet	.	.	.	.	extra	04
Velvet	.	.	.	.	extra	06

By agreement of the parties, this decision shall take effect as of the date of the introduction of piece prices.

By the Board,

EDWARD FISHER, *Chairman*.

### THOMPSON BROTHERS SHOE COMPANY—BROCKTON.

On August 18 the following decisions were rendered:—

*In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and edgemakers. (51)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company to its employees at Brockton for the work as there performed:—

						Per 24 Pairs.
Rough trimming, regular work	.	.	.	.	.	\$0 3484
Roughing, all around	.	.	.	.	.	5227

*In the matter of the joint application for arbitration of a controversy between Thompson Brothers Shoe Company, of Brockton, and vamps. (93)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Thompson Brothers Shoe Company to its employees at Brockton for the work as there performed:—

Vamping women's pumps, pattern No. 541:	Per 24 Pairs.
Single-needle machine, two rows . . . . .	\$0 831
Holding in center stay . . . . .	029

By agreement of the parties this decision shall take effect as of the date of the introduction of the work.

By the Board,

EDWARD FISHER, *Chairman*.

#### A. J. BATES COMPANY — WEBSTER.

On August 25 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between A. J. Bates Company, shoe manufacturer of Webster, and employees.* (124)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by A. J. Bates Company to its lasters at Webster for operating the No. 5 bed lasting machine, as the work is there performed: —

Soft, low toes:	Per 12 Pairs.
Dull leathers . . . . .	\$0 3834
Colored leather . . . . .	4432
Patent leather . . . . .	4671

By the Board,

EDWARD FISHER, *Chairman*.

#### FREEDMAN-POWERS SHOE COMPANY — BROCKTON.

On August 25 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Freedman-Powers Shoe Company, of Brockton, and edgemakers.* (112)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the price paid by Freedman-Powers Shoe Company at Brockton for



edgesetting, two settings; namely, 82 cents per 24 pairs. The Board further determines that the Freedman-Powers Shoe Company was within its rights in the method used in performing the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

### J. H. WINCHELL & CO., INC. — HAVERHILL.

On August 30 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., shoe manufacturer of Haverhill, and employees. (52)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., to its employees at Haverhill for the work as there performed: —

#### CUTTING DEPARTMENT.

	Per Week of 44 Hours.	Per Hour.
Outside cutting or sorting . . . . .	\$40 92	\$0 93
Cloth-lining cutting:		
By hand . . . . .	36 52	83
By machine . . . . .	28 60	65
Leather-trimming cutting (experienced employees) . . . . .	28 60	65
Block cutting (employees of one year's experience) . . . . .	28 60	65
Crimping (experienced employees) . . . . .	22 00	50
Top cutting . . . . .	34 32	78
Other day work not covered in above prices, 10 per cent reduction.		
Block cutting:		Per 12 Pairs.
Pieced facings . . . . .		\$0 09
Whole facings . . . . .		07
Army facings . . . . .		09
Inside backstays . . . . .		0325
Large army backstays . . . . .		04
Combination oxford trimmings . . . . .		1825
Oxford tongues . . . . .		0275
Bal. or blucher tongues . . . . .		0325
Blucher or regular oxford, leather quarter linings:		
Cut from whole stock . . . . .		22
Cut from pieces . . . . .		33
Trimming department:		
Sticking and casing pieced facings . . . . .		0625
Casing whole facings . . . . .		0225
Casing oxford trimmings and sticking markers on each size . . . . .		0575

Casing whole shoes, linings and doublers:		Per 12 Pairs.
Blucher or circular vamps	.	\$0 01 $\frac{1}{4}$
Seamless vamps	.	01 $\frac{3}{8}$
Blucher quarters	.	02 $\frac{1}{4}$
Bal., button or straight foxed-blucher tops	.	01 $\frac{1}{2}$
Oxford leather quarter linings	.	01 $\frac{1}{2}$
Oxford quarters	.	02
Foxings	.	01 $\frac{3}{8}$
Backstays	.	005
Button flies	.	0075
Tongues	.	005
Tips	.	00 $\frac{5}{8}$
Blucher vamp linings	.	009
Bal. or button linings	.	01 $\frac{3}{8}$
Regular oxford vamp linings	.	01 $\frac{1}{4}$
Blucher quarter linings	.	01 $\frac{1}{8}$
Horse-butt tops	.	02 $\frac{3}{4}$
Matchmarking:		
Whole shoes	.	06
Tops	.	03
Painting sizes:		
Seamless vamps	.	00 $\frac{5}{8}$
Blucher vamps	.	00 $\frac{5}{8}$
Blucher quarters	.	00 $\frac{3}{8}$
Bal., button or straight foxed-blucher tops	.	00 $\frac{5}{8}$
Foxings	.	005
Tips	.	005
Button flies	.	005
Cutting cloth or imitation ooze linings, by hand:		
Blucher bal. quarter linings:		
New	.	05 $\frac{1}{4}$
Old	.	04 $\frac{1}{2}$
Blucher bal. vamp linings	.	03 $\frac{1}{4}$
Bal. quarter	.	04 $\frac{1}{2}$
New pattern bal. quarter, notched	.	05 $\frac{1}{2}$
Button boot linings	.	04 $\frac{1}{4}$
Congress linings	.	07 $\frac{1}{2}$
Congress gores	.	02 $\frac{1}{4}$
Blucher oxford vamp linings	.	03 $\frac{1}{4}$
Prince oxford or Southern Congress linings	.	02 $\frac{1}{2}$
Seamless vamp doublers	.	04 $\frac{1}{4}$
Oxford or button oxford vamp linings	.	03
Oxford top or quarter doublers	.	03
Blucher-oxford top or quarter doublers	.	03
Bal. top doublers	.	02 $\frac{1}{2}$
Blucher-bal. top or quarter doublers	.	03 $\frac{1}{4}$
Button-oxford top or quarter doublers	.	03
Foxing doublers (out of pieces)	.	01 $\frac{3}{4}$
Tips or button stays (out of pieces)	.	01
Blucher bal. vamp doublers	.	03
Three-quarter-overlap, blucher quarter lining (no holes pierced)	.	05
Three-quarter-overlap, blucher quarter lining (20 holes pierced in a pair)	.	10
Blucher tongue linings (out of pieces)	.	03
Bal. tongue linings (out of pieces)	.	02 $\frac{1}{4}$
No. 62 button oxford	.	08



Cutting cloth or imitation ooze linings, by hand — *Con.*

Per 12 Pairs.

No. 54 regular oxford . . . . .	\$0 06½
No. 72 blucher oxford, pressed, with round corners . . . . .	07
No. 72 blucher oxford with notches . . . . .	09
No. 54 regular oxford with notches . . . . .	08
No. 11 side-seam blucher oxford . . . . .	09
No. 62 side-seam button oxford . . . . .	07

Per 12 Pairs.

Black and Vici and  
Tan Leather. Horse Butts. Patent.Cutting by hand (by machine, 70 per cent of prices  
for hand work):

Vamps:

Johnnie blucher bal. . . . .	\$0 275	\$0 295	\$0 26
Circular . . . . .	24	26	22
Circular, new pattern, square throat . . . . .	26	28	24
Circular, new pattern, square throat and vamp corner . . . . .	275	29	
Blucher . . . . .	275	295	26
Seamless, right and left . . . . .	33	36	30
Seamless, right and left, new pattern, square throat . . . . .	34	37	31
Circular waved . . . . .	24	26	22

Tops:

Bal. . . . .	20	23	
Straight foxed blucher . . . . .	20	23	
Button . . . . .	22	25	
Congress, front and back . . . . .	26	28	
Foxed blucher oxford . . . . .	20	23	175
Foxed oxford . . . . .	20	23	175
Foxed button oxford:			
Detached fly . . . . .	20	22	17
Attached fly . . . . .	24	265	215
Foxed bal. . . . .	24	265	

Quarters:

Johnnie blucher . . . . .	30	325	29
Whole blucher . . . . .	30	325	29
Blucher oxford . . . . .	26	28	22
Oxford . . . . .	24	265	21
Button oxford:			
Detached fly . . . . .	24	265	21
Attached fly . . . . .	275	30	245
Golf bal. . . . .	30	31	265

Foxings:

Straight . . . . .	16	16	16
Circular waved . . . . .	175	175	175
Circular . . . . .	15	15	15
No. 7 . . . . .	15	15	15

Tips:

Straight . . . . .	08	08	08
Right and left . . . . .	085	085	085
Wing . . . . .	17	17	17
Button flies . . . . .	07	07	07
Marshall Congress, front and back . . . . .	32	34	
Two-eyelet Gibson vamp, tongue attached . . . . .	355	37	325
Gibson quarters . . . . .	25	27	235

Cutting by hand (by machine, 70 per cent of prices for hand work) — *Con.*

Lace stays (all leathers):	Per 12 Pairs.
No. 12 . . . . .	\$0 20
No. 16 . . . . .	135
No. 20 . . . . .	135
No. 18 . . . . .	10
Backstays (all leathers):	
No. 8 . . . . .	05
No. 5 . . . . .	07
No. 2 . . . . .	05
No. 9 . . . . .	085
Blucher tongues . . . . .	07
Bal. tongues . . . . .	05
Oxford tongues . . . . .	05
Button-fly lining . . . . .	05
Button-fly lining by machine . . . . .	04
Heel-stays, by machine . . . . .	03
Extras:	
Cut as colors, except vici and India . . . . .	10
Cut as colors, vici and India . . . . .	13
Horse shanks, extra over vici:	
Vamps . . . . .	05
Quarters . . . . .	03½
Tops . . . . .	03½
Plain-toed vamps, over cut-off vamps (all leathers) . . . . .	035
Side-pattern vamps (all leathers) . . . . .	015
Side-pattern tops or quarters (all leathers) . . . . .	015

### STITCHING-ROOM ANNEX.

Perforating:

Ball straps:		
No. 7, perforated on both sides	. . . . .	\$0 0625
No. 71:		
Perforated in center	. . . . .	045
Pinked on both sides	. . . . .	09
No. 73, perforated in center	. . . . .	045
No. 74, pinked on both sides	. . . . .	09
No. 75:		
Perforated on both sides	. . . . .	0625
Pinked on both sides	. . . . .	09
No. 8, perforated on both sides:		
No. 1 punch	. . . . .	09
No. 2 punch	. . . . .	10
No. 81:		
Perforated in center	. . . . .	055
Pinked on both sides	. . . . .	115
No. 83, perforated in center,	. . . . .	055
No. 84, pinked on both sides	. . . . .	115
No. 85, perforated on both sides:		
No. 1 punch	. . . . .	09
No. 2 punch,	. . . . .	10
No. 85, pinked on both sides	. . . . .	115

Perforating — <i>Con.</i>		Per 12 Pairs.
Seamless vamps:	No. 1 Punch.	No. 2 Punch.
All around . . . . .	\$0 055	\$0 0625
One-half around . . . . .	045	055
Circular vamps:		
Regular . . . . .	0625	0725
Square throat . . . . .	0625	0725
Du Barry . . . . .	0725	08
Square throat and corner of vamp . . . . .	0725	08
High shoes, lace row and fancy perforated quarters:		Per 12 Pairs.
Bal. top, lace row . . . . .		\$0 055
Blucher quarter, lace row . . . . .		0625
Lace row, top punched . . . . .		0135
Punched quarter and lace row:		
No. 4 . . . . .		09
No. 5 . . . . .		10
No. 6 . . . . .		10
No. 7 . . . . .		08
Punched quarter:		
No. 34 . . . . .		09
No. 52 . . . . .		10
No. 33 . . . . .		18
Punched one-half imitation foxing . . . . .		06¼
Oxfords, lace row and fancy perforated quarters:		
Regular oxford, lace row . . . . .		045
Blucher oxford, lace row . . . . .		055
Oxford, lace row and top . . . . .		11
Punched quarter and lace row:		
No. 5 . . . . .		08
No. 7 . . . . .		07¼
Punched quarter:		
No. 34 . . . . .		08
No. 50 . . . . .		09
Straight or circular foxing . . . . .		0625
Foxing, one-half around top or shank . . . . .		0625
Pinking or scalloping:		
Seamless vamps, pinked . . . . .		11
Circular vamps, pinked . . . . .		09
Foxings, pinked . . . . .		09
Du Barry vamps, pinked . . . . .		10
Fine scalloping on above . . . . .	extra	01
Perforating or pinking samples . . . . .	Double price.	
Marking for perforations or fancy stitching:		
Punched top and lace row, oxford or high shoe . . . . .		035
Punched quarter:		
No. 50 . . . . .		035
No. 33 . . . . .		035
No. 52 . . . . .		035
No. 5 . . . . .		035
No. 4 . . . . .		0325
No. 6 . . . . .		035
No. 34 . . . . .		0275
Punched lace row No. 7 . . . . .		0275
Punched imitation foxing . . . . .		0125
Perforating tips:		
Regular . . . . .		0125
Scalloped . . . . .		0175

Perforating tips — <i>Con.</i>		Per 12 Pairs.
No. 34, scallop and center . . . . .		\$0 0225
No. 34, no scallop . . . . .		0175
Pinked tip . . . . .		0175
Pinked tip, Nos. 27 and 29 . . . . .		0225
No. 25 or wing tip . . . . .		045
Stamping linings (linings to be counted):		
Bal. . . . .		0175
Blucher (one pair of vamp linings) . . . . .		0225
Oxford leather quarter lining . . . . .		02
Blucher-oxford leather quarter lining (one pair of vamp linings) . . . . .		0325
Stamping stock numbers on above linings . . . . . extra		0075
Vamp and top doubling:		
Long or seamless vamps . . . . .		0325
Long or seamless vamps, side doublers . . . . .		0275
Blucher or circular vamps . . . . .		0275
Blucher or circular vamps, side doublers . . . . .		015
Oxford vamps . . . . .		025
Oxford vamps, side doublers . . . . .		015
Extra front doublers . . . . .		0125
Short blucher stay . . . . .		015
Long blucher stay . . . . .		02
Bal. top or blucher quarter doublers . . . . .		0325
Foxing doublers . . . . .		0275
Oxford quarter doublers . . . . .		0275
Tip doublers . . . . .		0125
Small leather piece on No. 25 tip . . . . .		0125
Cementing pressed tips . . . . .		01
Pressing tips . . . . .		015
Box-toe stitching:		
Beckwith or No. 1 box toe . . . . .		0375
No. 4 or Keith box toe . . . . .		0325
No. 5 or leather box toe . . . . .		0325
Box toe when tip is corded . . . . .		0475
Box toe No. 25 or wing tip . . . . .		0475
Tip stitching:		
When No. 1 or Beckwith box toe is used . . . . .		075
When No. 4 or Keith box toe is used . . . . .		055
When No. 5 or leather box toe is used . . . . .		055
When no box toe is used . . . . .		0525
Blucher tongue stitching:		
Blucher or blucher oxford . . . . .		0625
Three-quarter-overlap blucher, regular tongue . . . . .		09
Casing box toes . . . . .		01
Lining tongues, zigzag machine:		
Blucher . . . . .		04
Bal. or regular tongue of three-quarter-overlap blucher . . . . .		0425
Oxford . . . . .		0325
Skiving:		
Edging:		
Seamless vamps . . . . .		0175
Circular vamps . . . . .		0125
Bal. or blucher tops . . . . .		0175
New foxed bal. tops . . . . .		0275
Bal. or blucher tops, heavy stock, back of tops to be edged . . . . .		0275
Foxings . . . . .		0175
Foxings, heavy stock . . . . .		0275

Skiving — *Con.*

Per 12 Pairs.

Across vamp . . . . .	\$0 0125
Plain tips . . . . .	0125
Pressed tips . . . . .	015
No. 25 wing tip . . . . .	04
Corded tip . . . . .	0275
Pieced facings . . . . .	0225

## Pressed work:

Foxing, straight or with two round corners . . . . .	035
Seamless vamps . . . . .	04
Circular or new square vamps . . . . .	04
Bal. tops . . . . .	04
Blucher quarters . . . . .	045
Regular oxfords, front and top . . . . .	04
Blucher oxfords, front and top . . . . .	045
Button flies . . . . .	0225
Congress fronts . . . . .	05
Bal. or blucher tops . . . . .	03

## Splitting:

Heel stays . . . . .	0175
Backstays . . . . .	01
Tongues . . . . .	0225

## Stitching inlay tape:

## Fancy perforated quarters and lace row:

Bluchers, lace row . . . . .	135
Blucher oxfords, lace row . . . . .	115
Bal. tops, lace row . . . . .	1075
Regular oxfords, lace row . . . . .	09

## High shoes, fancy perforated tops and quarters:

## Punched quarter and lace row:

No. 4 . . . . .	18
No. 5 . . . . .	18
No. 6 . . . . .	18
No. 7 . . . . .	135

## Punched quarter:

No. 52 . . . . .	17
No. 34 . . . . .	135
No. 15 . . . . .	1175

## Perforated one-half imitation straight foxing, single-needle machine . . . . .

225

## Lace row and top perforated . . . . .

16

## Oxfords, fancy perforated tops and quarters:

## Punched quarter and lace row:

No. 4 . . . . .	1625
No. 5 . . . . .	1625
No. 7 . . . . .	135

## Punched quarter:

No. 34 . . . . .	135
No. 28 . . . . .	1625

## Lace row and top perforated . . . . .

135

## Punched quarter No. 50 . . . . .

135

## Marking vamps for tip stitching . . . . .

0225

## STITCHING DEPARTMENT.

Cementing, by hand or machine:		Per 12 Pairs.
Bluchers, front and top . . . . .		\$0 03
Bals., front and top . . . . .		0225
Bluchers, front, top and shank . . . . .		0375
Regular oxfords, top and front . . . . .		02
Blucher oxfords, top and front . . . . .		025
Blucher oxfords, top, front and shank . . . . .		0375
Button oxfords, top and fly . . . . .		03
Button boots, top and fly . . . . .		035
Button boots, top . . . . .		0175
Button boots, fly . . . . .		0175
Congress front . . . . .		015
Seamless vamps . . . . .		02
Circular vamps . . . . .		015
Straight foxings . . . . .		02
Circular foxings . . . . .		0225
Lace-row stitching:		
Bals. . . . .		0525
Bluchers . . . . .		075
Regular oxfords . . . . .		045
Blucher oxfords . . . . .		0625
Bluchers, with one-half bellows tongue . . . . .		08
Space rows:		
Bals. . . . .		0625
Bluchers . . . . .		0725
Regular oxfords . . . . .		0525
Blucher oxfords . . . . .		06
Hooking, with or without tape . . . . .		0375
Eyeletting:		
Gang machine . . . . .		03 $\frac{1}{2}$
Rapid machine:		
Oxfords, regular work . . . . .		0375
Oxfords, invisible eyelets . . . . .		04
Six eyelets with hooks . . . . .		0425
Six invisible eyelets with hooks . . . . .		045
Ten eyelets to top . . . . .		055
Ten invisible eyelets to top, space . . . . .		065
Fancy stitching:		
No. 4 stitched quarter . . . . .		1125
No. 5 stitched quarter . . . . .		1175
No. 6 stitched quarter . . . . .		135
No. 7 lace row . . . . .		08
No. 7 lace row, space . . . . .		1075
No. 7 lace row, 4 rows . . . . .		125
No. 8 lace row . . . . .		085
No. 34 stitched quarter . . . . .		1175
Imitation or one-half imitation foxing . . . . .		0675
No. 25 wing tip . . . . .		265
Button shoes:		
Marking for buttons . . . . .		03
Sewing on buttons . . . . .		05
Buttoning and trimming . . . . .		04
Marking button fly . . . . .		0225
Cementing button fly . . . . .		03
Working buttonholes, \$0.075 per 100 holes.		



	Per 12 Pairs.
Cementing eyelet stay on shoes having invisible eyelets . . . . .	\$0 035
Stitching one-half bellows tongue to top, leather-lined shoes . . . . .	1175
Stitching:	
Vamp to tongue, one-half bellows tongue . . . . .	10
Backstays on 6-inch unlined boot . . . . .	135
Straps on unlined shoes . . . . .	0725
Counter pocket on unlined shoes . . . . .	11
Corded-top shoes:	
Closing on lining to top . . . . .	05
Turning or cording top . . . . .	045
Running cord at backseam on oxford with no backstay . . . . .	025
Top stitching, held-on work:	
Bals., pressed front and top . . . . .	215
Bluchers, pressed front and top . . . . .	215
Button boots, pressed top and fly . . . . .	215
Bals., plain front and top . . . . .	20
Bluchers, plain front and top . . . . .	20
Button boots, plain toe and fly . . . . .	20
Corded-top shoes . . . . .	1525
Bluchers, with one-half bellows tongue . . . . .	325
Fitting Congress tops . . . . .	45
Button boots, closed on fly . . . . .	27
Three-quarter-overlap bluchers, one-half bellows tongue . . . . .	325
Oxfords:	
Combination lining:	
Regular . . . . .	16
Blucher . . . . .	19
Button . . . . .	19
Leather quarter lining:	
Regular . . . . .	135
Blucher . . . . .	16
Button . . . . .	16
Pressed cloth quarter lining:	
Regular . . . . .	135
Blucher . . . . .	16
Button . . . . .	16
Ensign lacing:	
Bluchers . . . . .	025
Invisible eyelets . . . . .	03
No. 85 eyelets . . . . .	02
No. 12 eyelets . . . . .	025
Toeing-up bal. and button linings . . . . .	0325
Siding-up linings of bluchers with one-half bellows tongue . . . . .	065
Closing:	
Bal. tops . . . . .	03
Blucher quarters . . . . .	0325
Congress tops . . . . .	03
Button boot top, fly to front seam . . . . .	0825
Oxford quarters . . . . .	03
Button-oxford quarters, fly to front seam . . . . .	075
Seamless or foxed-oxford tops . . . . .	025
Seamless vamps . . . . .	035
Seamless vamps, pressed . . . . .	035
Foxings . . . . .	035
Oxford foxings . . . . .	03

Closing — <i>Con.</i>		Per 12 Pairs.
Two seams on No. 5 backstay . . . . .		\$0 065
Seamless vamps with welt . . . . .		04
Foxings with welt . . . . .		04
Rubbing down:		
Seamless vamps . . . . .		015
Foxings . . . . .		015
Bal. or button tops . . . . .		015
Blucher quarters . . . . .		02
Oxford tops . . . . .		0125
Button flies . . . . .		0175
Stitching backstays:		
No. 2 . . . . .		11
No. 4 or No. 4½ . . . . .		09
No. 7 or No. 7½ . . . . .		08
No. 5 . . . . .		095
No. 8 . . . . .		08
No. 9 . . . . .		085
Army three-quarter-overlap blucher . . . . .		075
No. 2 on bals. . . . .		17
Vamping:		
Cylinder vamping, seamless vamps:		
Plain . . . . .		355
Pressed . . . . .		355
Square throat . . . . .		365
Perforated . . . . .		37
Single-needle machine . . . . .		48
Circular vamps:		
Regular throat . . . . .		22
Square throat . . . . .		23
Square throat and vamp . . . . .		265
Regular throat, perforated . . . . .		235
Square throat and vamp, perforated . . . . .		285
Bluchers:		
Two rows and bar:		
High shoes . . . . .		27
High shoes, pressed quarter . . . . .		27
Oxfords . . . . .		255
Oxfords, pressed quarter . . . . .		255
High shoes, one-half bellows tongue . . . . .		36
Four rows and bar . . . . .		33
Single-needle machine . . . . .		34
Three-quarter-overlap:		
Four rows, regular tongue . . . . .		65
Four rows, one-half bellows tongue . . . . .		70
Barring:		
Button flies . . . . .		0225
Tops of circular or circular-vamped shoes . . . . .		0325
Straps:		
Regular . . . . .		03
Front and back strap, Congress . . . . .		0625
Two bars on bluchers, vamped four rows . . . . .		0625
Cementing toe of vamp lining to vamp:		
Three-quarter-overlap bluchers, one-half bellows tongue . . . . .		0225
After shoe is vamped; plain-toe bluchers and three-quarter-overlap bluchers, one-half bellows tongue . . . . .		0175

Lining-making:		Per 12 Pairs.
Closing bal. or blucher cloth linings . . . . .	\$0	025
Closing oxford leather quarter linings . . . . .		0275
Closing oxford cloth quarter linings . . . . .		0275
Closing Congress linings, front and back . . . . .		05
Stitching:		
Bal. side facings, and catching in tongue . . . . .		085
Blucher side facings . . . . .		0625
Three-quarter-blucher, side facings:		
Regular tongue . . . . .		085
One-half bellows tongue . . . . .		0625
Regular inside heel-stay . . . . .		045
Army inside heel-stay . . . . .		055
Top facing . . . . .		0325
Button stay . . . . .		03
Combination linings:		
Top facing, regular oxfords . . . . .		0675
Side facing, regular oxfords . . . . .		055
Top facing, blucher oxfords . . . . .		0675
Side facing, blucher oxfords . . . . .		055
Top facing, button oxfords . . . . .		08
Button stay, button oxfords . . . . .		03
Button-fly lining, button oxfords . . . . .		035
Leather quarter lining to vamp lining:		
Regular oxfords . . . . .		09
Button oxfords . . . . .		09
Cloth quarter lining to vamp lining:		
Regular oxfords . . . . .		055
Button oxfords . . . . .		07
Rubbing down back seam on combination quarter linings . . . . .		0125
Trimming oxford combination quarter linings . . . . .		0325
Trimming bal., blucher or button linings . . . . .		015
Marking lace row or fancy stitched quarter:		
Bals., plain lace row . . . . .		025
Bluchers, plain lace row . . . . .		03
Stitched quarters:		
No. 4 . . . . .		035
No. 5 . . . . .		04
No. 6 . . . . .		04
No. 34 . . . . .		03
No. 7 lace row . . . . .		03
No. 8 lace row . . . . .		03
Imitation or one-half imitation foxing . . . . .		0125
Assembling for top stitching:		
Tops and linings:		
Bals., bluchers and oxfords . . . . .		0175
Button shoes and button oxfords . . . . .		0225
Shoes with labels . . . . .	extra	0025
Match-marked shoes . . . . .	extra	0025
Casing and counting shoes and putting on wires . . . . .		0175
Trimming tops:		
Bals. . . . .		0225
Bluchers . . . . .		035
Button boots . . . . .		04
Three-quarter-overlap bluchers . . . . .		045
Regular oxfords . . . . .		0175

Trimming tops — *Con.*

Per 12 Pairs.

Blucher oxfords . . . . .	\$0 045
Button oxfords . . . . .	035
Trimming doublers on seamless vamps, except Nos. 4½, 5 or 7½ backstays	0125
Trimming tongues, bal. or circular-vamped shoes . . . . .	015
Pressing, Glass machine:	
Bals., top and front . . . . .	08
Bluchers, top and front . . . . .	0925
Regular oxfords, top and front . . . . .	0675
Regular oxfords, top and front, with backstay . . . . .	07
Blucher oxfords, top and front . . . . .	085
Blucher oxfords, top and front, with backstay . . . . .	0875
Johnny bluchers, top and front, with backstay . . . . .	085
Johnny bluchers, top and front . . . . .	08
Button boots, top and fly . . . . .	0925
Button boots, top . . . . .	0325
Button flies, round corner or three points . . . . .	03
Button oxfords, top and fly . . . . .	065
Congress, top and sides . . . . .	085
Congress, sides . . . . .	055
Southern ties . . . . .	075
Seamless vamps . . . . .	05
Circular vamps . . . . .	0425
New square circular vamps . . . . .	0575
Blucher shanks, oxfords or high shoes . . . . .	0275
Straight foxings . . . . .	035
Round-corner foxings . . . . .	055
Regular oxfords, pressed quarter linings . . . . .	06
Blucher oxfords, pressed quarter linings . . . . .	0775

## Foxing stitching:

Oxfords or blucher oxfords; two rows, close or space . . . . .	1325
Bals. or bluchers; two rows, close or space . . . . .	1325
Three rows, close . . . . .	145
Punched or perforated . . . . .	145

## Seam staying:

Seamless vamps . . . . .	04
Foxings . . . . .	0325
Oxford quarters . . . . .	035
Seamless or foxed-oxford tops . . . . .	0325
Two seams on No. 5 backstay . . . . .	0725

## Button flies, closed-on work:

High shoes . . . . .	0675
Oxfords . . . . .	05

Miscellaneous day work in stitching department, 10 per cent reduction.

## LASTING DEPARTMENT.

Putting up lasts . . . . .	\$0 0325
Tacking innersoles and chalking lasts . . . . .	0375
Assembling:	
No. 1 Beckwith box toe . . . . .	135
No. 4 or No. 5 box toe . . . . .	165
Pulling-over, all lasts and leathers . . . . .	165
Side-lasting:	
Regular work . . . . .	15
Cushion innersoles . . . . .	175
Whole covers . . . . .	185

Side-lasting — <i>Con.</i>	Per 12 Pairs.
Top covers . . . . .	\$0 165
Arch-support counters . . . . .	185
Consolidated hand-method machine, lasting all around . . . . .	355
Bed machine:	
Tip shoes, black leathers:	
Low toes, Class 3 . . . . .	375
Medium toes, Class 1 . . . . .	405
Medium-high toes, Class 4 . . . . .	445
High toes, Class 2 . . . . .	48
Plain-toe shoes, with or without box:	
Lasts Nos. 18 and 32, black leathers . . . . .	45
Other lasts, black leathers . . . . .	355
Extras:	
Colored leathers . . . . .	03
Patent leathers . . . . .	055
No. 5 or leather box toe . . . . .	35
Cushion innersoles . . . . .	06
Turning back tips . . . . .	035
Toe trimming . . . . .	0225
Samples, per pair, \$0.045.	
Cripples, per pair, \$0.035.	
Crowning:	
Per week, \$28.60.	
Per hour, \$0.63 $\frac{1}{2}$ .	

## WELTING DEPARTMENT.

Stapling . . . . .	\$0 03
Tack pulling:	
Regular work, toe wire pulled . . . . .	045
Toe wire left on . . . . .	05
Welting:	
Regular work . . . . .	22
Rubber welt . . . . .	44
Butting welts . . . . .	0225
Butting welts and pulling toe wire . . . . .	05
Trimming seams:	
Old machine . . . . .	05
New machine . . . . .	045
Beating welts . . . . .	03
Knocking innersole tacks . . . . .	03
Sticking shanks . . . . .	0175
Filling bottoms . . . . .	03
Cementing bottoms:	
Regular work . . . . .	02
Fiber soles . . . . .	0225
Sole laying:	
Regular work . . . . .	0575
Fiber or double soles . . . . .	06
Heelseat nailing:	
Regular work . . . . .	03
Fiber or double soles . . . . .	04
Roughrounding:	
Stitched aloft . . . . .	12
Channeled soles . . . . .	125
Around heelseat . . . . .	185



Rapid stitching:		Per 12 Pairs.
Black or fudge stitch	. . . . .	\$0 26
White or gray stitch	. . . . .	29
Rubber soles	. . . . .	34
Turning channels	. . . . .	03
Cementing channels	. . . . .	02
Laying channels	. . . . .	04
Fudge wheeling	. . . . .	04
Leveling	. . . . .	055
Heelseat rounding	. . . . .	0225
Sizing-out shoes	. . . . .	02
Pulling lasts:		
Hinged	. . . . .	04
Block	. . . . .	045
Crowning or cobbling:		
Per week, \$26.		
Per hour, \$0.57 $\frac{1}{2}$ .		

## BOTTOMING DEPARTMENT.

Heeling:		
Model B machine:		
On the last	. . . . .	\$0 10
Off the last	. . . . .	085
Rubber heel bases	. . . . .	085
Rapid machine:		
$\frac{1}{4}$ , $\frac{3}{8}$ and $\frac{1}{2}$ -high heels, off the last	. . . . .	07
$\frac{3}{8}$ and Cuban heels, off the last	. . . . .	075
Rubber heel bases	. . . . .	07
Slugging:		
$\frac{1}{4}$ , $\frac{1}{2}$ , $\frac{3}{4}$ or all around:		
On the last	. . . . .	05
Off the last	. . . . .	0375
Double row, double price.		
Heel-shaving:		
On the last	. . . . .	06
Off the last	. . . . .	06
Rubber heels on bases	. . . . .	065
Stitched around heel	. . . . .	10
Heel-breasting:		
On the last	. . . . .	045
Off the last	. . . . .	04
Edgetrimming:		
On the last	. . . . .	35
Off the last	. . . . .	33
Wetting heels	. . . . .	01
Scouring heel-breasts	. . . . .	015
Re-lasting (inserting lasts)	. . . . .	03
Lining heel-breasts	. . . . .	015
Heel-scouring:		
Rough-scouring:		
Two papers	. . . . .	065
One paper	. . . . .	04
Smooth-scouring:		
Rough, two-paper method	. . . . .	03
Rough, one-paper method	. . . . .	0325
Rubber heels	. . . . .	0325
Second wheeling, fudge stitch	. . . . .	0275

Edgesetting:	Per 12 Pairs.
One setting . . . . .	\$0 19
Two settings . . . . .	29
Blacking heels . . . . .	015
Heel-burnishing:	
Expedite machine . . . . .	0675
Bench machine . . . . .	055
Nailing top-lifts, three nails:	
On the last . . . . .	035
Off the last . . . . .	03
Plugging heels . . . . .	045
Rubber heels:	
Casing . . . . .	0075
Cementing . . . . .	0175
Cementing bases . . . . .	0125
Sticking heels to bases . . . . .	0275
Nailing rubber heels by hand:	
Whole rubber . . . . .	155
Dryden double-wear . . . . .	155
United States . . . . .	155
Wingfoot . . . . .	155
Regular Dryden . . . . .	125
Premier . . . . .	125
Heels on $\frac{3}{8}$ -high bases . . . . .	155

## FINISHING DEPARTMENT.

Buffing:	
All over . . . . .	\$0 12
Forepart and shank . . . . .	095
Top lift . . . . .	05
Odd shoes and refinishing . . . . .	105
Staining:	
All over, natural finish . . . . .	035
All over, dark satin finish, or breast of rubber heels, dark finish . . . . .	04
X finish or back to heel . . . . .	03
Foreparts . . . . .	025
Top lifts . . . . .	025
Finishing without buffing . . . . .	05
Gumming:	
All over . . . . .	035
X finish back to heel . . . . .	03
Foreparts . . . . .	025
Top lifts . . . . .	025
No. 94 finish, new work:	
All over . . . . .	09
Back to heel . . . . .	08
Foreparts . . . . .	07
Bleaching:	
All over . . . . .	03
Foreparts and shanks . . . . .	0275
Foreparts . . . . .	02
Waxing and polishing:	
All over . . . . .	06
Foreparts and shanks . . . . .	05
Foreparts . . . . .	0325
Top lifts . . . . .	02

Painting bottoms:	Per 12 Pairs.
X T or all over . . . . .	\$0 045
X or forepart, shank and heel-breast . . . . .	04
Foreparts . . . . .	025
Painting black bottoms:	
All over . . . . .	0375
Shanks and foreparts . . . . .	03
Top lifts . . . . .	02
Kite cut on shank . . . . .	035
Oil finish . . . . .	0375
Applying solution:	
All over . . . . .	02
Foreparts and shanks . . . . .	02
Foreparts . . . . .	015
Striping:	
Foreparts . . . . .	02
Foreparts and shanks . . . . .	0325
Burnishing:	
Black bottoms, all over . . . . .	07
Shanks and top lifts . . . . .	05
Shanks . . . . .	0325
Top lifts . . . . .	0275
Scratching slugs . . . . .	015
Edge-brushing:	
Chisel brush . . . . .	035
Patent leather by hand . . . . .	08
Last pulling:	
Hinged . . . . .	045
Block . . . . .	05
Followers . . . . .	0175
Stamping bottoms:	
Union stamp . . . . .	02
Shank stamp . . . . .	0225
Forepart stamp . . . . .	0225
Miscellaneous day work in the lasting, welting, bottoming and finishing departments, 10 per cent reduction.	

## TREEING AND PACKING DEPARTMENTS.

Brushing and edge rolling . . . . .	\$0 04
Lacing:	
Regular eyelets . . . . .	03
Invisible eyelets . . . . .	035
Buttoning . . . . .	0375
Dressing:	
Tops, one coat . . . . .	02
Vamps, two coats . . . . .	055
Oxfords, two coats . . . . .	0625
Whole-quarter bluchers, gun metal, two coats all over . . . . .	08
Vici, two coats all over . . . . .	07
Extra coat . . . . .	035
Refinishing:	
One coat . . . . .	045
Two coats . . . . .	08
Repairing:	
Colored leathers . . . . .	20
Black leathers . . . . .	09
By the hour, \$0.45 (piece workers).	
Pasting in heel pads . . . . .	0225

	Per Week.	Per Hour.
Cleaning linings . . . . .	\$15 00	\$0 33 $\frac{1}{2}$
Feeling for tacks . . . . .	15 00	33 $\frac{1}{2}$
Repairing:		
Colored leathers:		
By women . . . . .	19 00	42 $\frac{2}{3}$
By men . . . . .	22 00	48 $\frac{2}{3}$
Black leathers, by men . . . . .	21 00	46 $\frac{2}{3}$
Inspecting, by men . . . . .	22 50	50
Packing shoes, by women . . . . .	19 00	42 $\frac{2}{3}$
Packing samples . . . . .	23 50	52 $\frac{2}{3}$

Other miscellaneous day work, 10 per cent reduction.

Treeing:	Per 12 Pairs.
Black India vici; racked off, sized out, ironed by power machine, by hand if necessary, one coat of filler applied with sponge	\$0 23
Gun metal, white or colored stitches; racked off, sized out, ironed by power machine, by hand if necessary, one coat of white filler applied with sponge and ragged . . . . .	23
Gun metal satin, all satin or without top; racked off, sized out, one coat of filler applied with brush, ironed by power machine with cold irons, toes blocked up, rubbed with stick if necessary, one coat of filler applied with sponge and ragged . . . . .	32
Gun metal satin with hot-ironed tops; racked off, sized out, one coat of filler applied to vamp with brush, ironed with cold irons on power machine, tops ironed with hot irons by hand, one coat of filler applied all over, ragged, rubbed with stick and toes blocked up if necessary . . . . .	32
Gun metal with hot-ironed tops; racked off, sized out, ironed with hot irons on power machine, touched up with hot iron by hand if necessary, one coat of filler applied to vamp and top with sponge and ragged . . . . .	23
Gun metal with black or colored cloth tops; racked off, sized out, ironed with hot irons on power machine, ironed by hand if necessary, one coat of filler applied to vamp with sponge, ragged, cleaner applied to top with brush and ragged . . . . .	32
Vici vamp and top; racked off, sized out, ironed with hot irons on power machine, toes blocked up, ironed by hand if necessary, one coat of filler applied with sponge . . . . .	23
Vici with dull, hot-ironed tops; ironed with hot irons on power machine, by hand if necessary, one coat of filler applied to vamp with sponge and one coat of dull filler applied to top . . . . .	32
Horse butts; racked off, sized out, ironed by hand with hot iron, one coat of filler applied, ironed by machine, second coat of filler applied, ragged and toes blocked up if necessary . . . . .	32
Boarded grain, home-guard shoes; racked off, sized out, cleaned, washed, toes blocked up, filler applied and ragged to a polish when dry . . . . .	41
Tan or colored vici and cabaretta; racked off, sized out, cleaned, ironed with hot irons on power machine, by hand if necessary, and one coat of vici filler applied with sponge . . . . .	275
Tan cabaretta; racked off, sized out, ironed with hot irons on power machine, by hand if necessary, cleaner applied with brush and ragged . . . . .	275
Mahogany calf; racked off, sized out, cleaned with brush, ironed on power machine and by hand if necessary, one coat of polish or 50-50 applied and allowed to dry, second coat of polish or 50-50 applied and allowed to dry, and polished with brush . . . . .	51

Treeing — *Con.*

Per 12 Pairs.

Colored calf leathers, including mahogany calf; racked off, sized out, cleaned with brush, one coat of polish or 50-50 applied and, when dry, polished with brush . . . . .	\$0 38
Ironed . . . . . extra	055
Extra coat of polish or 50-50 applied . . . . .	055
Colored side-leather shoes, such as tan or mahogany, brown horse, Titan, or colored bark-tan leathers; racked off, sized out, cleaned, ironed on power machine and by hand if necessary, one coat of dope applied and allowed to dry, second coat of dope applied and allowed to dry, polished with brush and ragged . . . . .	46
Patent-leather vamps and oxfords; racked off, sized out, cleaned with patent-leather cleaner, vaseline applied, ironed with hot irons, ragged, benzine applied and ragged to a polish . . . . .	41
Cleaning edges and shanks with hand brush . . . . . extra	075
Patent leather with dull-leather tops; racked off, sized out, vamps cleaned with patent-leather cleaner, vaseline applied to vamps, vamps and tops ironed with hot irons, vamps ragged, benzine applied to vamps and ragged to a polish, and one coat of dull filler applied to tops with sponge . . . . .	46
Cleaning edges and shanks with hand brush . . . . . extra	075
When necessary to tree by methods other than those covered by the price-list:	
Racked off and sized out . . . . .	01
Washed and cleaned with rag and sponge . . . . .	175
Washed and cleaned with brush . . . . .	205
Ironed . . . . .	055
One coat of dope applied . . . . .	075
Second coat of dope applied . . . . .	075
Brushed and ragged . . . . .	09
Extra work, per hour, \$0.65.	
Per week, working by the hour, \$26.	
Samples:	
Black leathers, per pair, \$0.055.	
Tan leathers, per pair, \$0.095.	

## SOLE-LEATHER DEPARTMENT.

	Per Week.	Per Hour.
Cutting or sorting outsoles . . . . .	\$30 60	\$0 68
Casing outsoles by tags:		
First man . . . . .	30 60	68
Second man . . . . .	27 50	61½
Counting and racking outsoles . . . . .	21 50	47½
Grading outsoles by machine . . . . .	18 50	41½
Buffing outsoles . . . . .	20 00	44½
Cutting or sorting grain innersoles . . . . .	30 00	66½
Cutting taps or top lifts . . . . .	24 00	53½
Sorting top lifts . . . . .	22 00	48½
Sorting or grading taps . . . . .	22 50	50
Casing innersoles . . . . .	24 50	54½
Buffing taps . . . . .	20 00	44½
Cutting leatherboard . . . . .	24 00	53½
Heel-compressing . . . . .	22 00	48½
Top-lift compressing . . . . .	21 50	47½
Casing heels or top lifts:		
First man . . . . .	24 00	53½
Second man . . . . .	18 50	41½



	Per Week.	Per Hour.
Stock rolling and splitting . . . . .	\$21 00	\$0 46 $\frac{1}{2}$
Lumping . . . . .	18 50	41 $\frac{1}{2}$
Grading innersoles . . . . .	22 50	50
Skiving innersoles . . . . .	19 50	43 $\frac{1}{2}$
Miscellaneous day work, 10 per cent reduction.		

STOCKFITTING DEPARTMENT.		Per 12 Pairs.
Moulding soles . . . . .		\$0 014
Tap-trimming . . . . .		015
Tap-trimming, three-quarter or full-length double soles . . . . .		02
Cementing:		
Single soles . . . . .		014
Tap soles . . . . .		026
Fiber or leather double soles . . . . .		034
Feather-edging . . . . .		014
Stamping innersoles . . . . .		01
Channeling:		
Regular lasts . . . . .		045
Nos. 22, 33 and 37 lasts . . . . .		07
Channel-turning . . . . .		0325
Stitching or setting lips on innersoles . . . . .		04
Gem-trimming:		
Regular lasts . . . . .		04
Nos. 22, 33 and 37 lasts . . . . .		0425
Forming-in channels . . . . .		025
Cutting canvas . . . . .		0275
Re-blocking innersoles . . . . .		025
Veneering:		
Tap soles . . . . .		0225
Double soles . . . . .		045
Stamping outsoles . . . . .		012
	Per Week.	Per Hour.
Bench work (girls) . . . . .	\$16 00	\$0 35 $\frac{5}{8}$
Casing innersoles . . . . .	22 50	50
Rounding innersoles . . . . .	21 60	48
Re-blocking innersoles . . . . .	27 00	60
Miscellaneous day work, 10 per cent reduction.		

HEEL-CUTTING DEPARTMENT.		Per 60 Pairs.
No. 7:		
6/8 . . . . .		\$0 80
5/8 . . . . .		75
No. 3:		
6/8 . . . . .		70
5/8 . . . . .		65
4/8 . . . . .		55
3/8 . . . . .		45
Whole heels:		
3/8 whole leather blank . . . . .		40
No. 4:		
6/8 . . . . .		60
5/8 . . . . .		55
4/8 . . . . .		50
Nailing heels:		
First lift, pulp heels:		
Up to 3/8 . . . . .		125
Up to 4/8 . . . . .		09
5/8 and up . . . . .		09

Nailing heels — *Con.*

Each additional lift:	Per 60 Pairs.
Up to 4/8 . . . . .	\$0 025
5/8 and up . . . . .	025
No. 5 heel, tacked with two nails; when more than 125 dozen per week are done . . . . .	05
Miscellaneous day work, 10 per cent reduction.	

By agreement of the parties this decision shall take effect as of September 1, 1921.

On September 1 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between J. H. Winchell & Co., Inc., and cutters. (121)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by J. H. Winchell & Co., Inc., to its employees at Haverhill for the work as there performed: —

Cutting by hand (black and tan leather cut as black, except vici, horse butts and patent leather):

Aristo pattern:	Per 12 Pairs.
Vamp . . . . .	\$0 32
Wing tip, No. 56 . . . . .	30
Golf bal., whole quarter . . . . .	30
Foxed bal. top . . . . .	24
Oxford quarter . . . . .	24
Foxed oxford top . . . . .	20
Foxing . . . . .	16
Du Barry pattern:	
Vamp . . . . .	325
Golf bal., whole quarter . . . . .	30
Foxed bal. top . . . . .	24
Oxford quarter . . . . .	24
Foxed oxford top . . . . .	20
Foxing . . . . .	16
No. 8 ball strap . . . . .	24
No. 7 ball strap . . . . .	12
Tremont bal., vamp . . . . .	40
Pocket blucher, vamp . . . . .	30
Pocket blucher, whole quarter . . . . .	31
Pocket blucher, bellows tongue . . . . .	23
Double foxing . . . . .	30
Backstay . . . . .	06

Cutting by machine, 70 per cent of prices for hand work.

By the Board,

EDWARD FISHER, *Chairman.*

**HARRISON-LOCKWOOD COMPANY — HAVERHILL.**

On September 12 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Harrison-Lockwood Company, shoe manufacturer of Haverhill, and employees in the stitching department. (187)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Harrison-Lockwood Company at Haverhill for the work as there performed upon the so-called moccasin shoe: —

Pressing by hand, including cementing:		Per 12 Pairs.
Quarters and overlap	.	\$0 90
Tongues	.	11
Vamps	.	10
Top-stitching:		
Quarters	.	60
Tongues	.	24
Fancy stitching, piping	.	18
Vamping tongues	.	30
Staining	.	13
Closing	.	04
Staying	.	05

The Board also awards no change in the system, as set forth in the price list, of paying for new work by the hour pending a settlement upon a piece price.

By the Board,

EDWARD FISHER, *Chairman.*

**CHURCHILL & ALDEN COMPANY — BROCKTON.**

On September 13 the following decision was rendered: —

*In the matter of the joint applications for arbitration of a controversy between Churchill & Alden Company, shoe manufacturer of Brockton, and vamps. (122, 123)*

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that the following prices shall be paid by Churchill & Alden Company at Brockton for the work as there performed: —

Vamping, single-needle machine, two rows; extra over circular-vamp price:	Per 24 Pairs.
Men's shoes, King pattern . . . . .	\$0 17 1/2
Women's shoes:	
Queen . . . . .	096
Braburn . . . . .	No extra.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,  
EDWARD FISHER, *Chairman.*

### RIALTO SHOE COMPANY — LYNN.

The following decision was rendered on September 20: —

*In the matter of the joint applications for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers, etc. (188-192)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Rialto Shoe Company at Lynn for the work as there performed: —

Sally pump:	Per 36 Pairs.
Stitching second row on vamp and front strap . . . . .	\$0 67 1/2
Pump-stitching . . . . .	3 06
Making linings, including rights and lefts . . . . .	48
Skiving vamp and front strap . . . . .	36
Staining edges . . . . .	40

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,  
EDWARD FISHER, *Chairman.*

### THE G. W. HERRICK SHOE COMPANY — LYNN.

On September 20 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between The G. W. Herrick Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and skivers. (193)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that 36 cents per 36 pairs





Cutting department — *Con.*

		Per Week, 48 Hours.
Marking:		
Linings . . . . .	no change	\$16 50
Sizes . . . . .	no change	14 50
Vamps for tips . . . . .		18 00
Crimping . . . . .		22 00
Cutting:		
Tongues . . . . .		15 00
Trimmings . . . . .		15 00
Cripples . . . . .		26 00
Tops . . . . .		28 00
Sorting tops . . . . .	no change	32 00
Sweeping . . . . .	no change	9 00
Stock department; putting up work . . . . .		36 00
Skiving . . . . .	No change.	
Perforating . . . . .	No change.	
Stitching department:		
Vamping samples . . . . .		30 00
Machinist . . . . .		27 00
Stitching samples . . . . .	no change	22 18
Matching work . . . . .		20 00
All-round stitching . . . . .	No change.	
Stitching cripples . . . . .	no change	19 94
Table work . . . . .	No change.	
Punching tips and rubbing seams . . . . .	no change	10 67
Treeing department:		
Hour work, \$0.57.		
Day work:		
When the compensation is \$12 per week or less, no change.		
When the compensation exceeds \$12 but does not exceed \$15 per week, 5 per cent reduction; except that thereby the wages shall not be reduced below \$12.		
When the compensation exceeds \$15 per week, 10 per cent reduction; except that thereby the wages shall not be reduced below \$15.		

The Board also awards, on all operations by the hour or by the piece other than those above specified, 10 per cent reduction.

By the Board,

EDWARD FISHER, *Chairman.*

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**WEBER BROTHERS SHOE COMPANY — NORTH ADAMS.**

On October 7 the following decision was rendered: —

*In the matter of the joint applications for arbitration of a controversy between Weber Brothers Shoe Company of North Adams and employees. (92, 107)*

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions

under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that there shall be no change in the prices paid by Weber Brothers Shoe Company at North Adams for the work as there performed upon the following items: —

Cutting department:

Block hands.

Skiving upper leather.

Making department:

Stitching.

Slugging heels.

Nailing heelseats.

Lasting department:

Operating No. 5 bed machine.

Side-lasting by machine.

Crowning or cobbling.

Sole-leather department:

Rounding.

Stitching department:

Marking linings.

Marking sizes.

Finishing department:

All operations.

The Board also awards as follows: —

Day work:

When the compensation is \$12 per week or less, no change.

When the compensation exceeds \$12 but does not exceed \$15 per week, 5 per cent reduction; except that thereby the wages shall not be reduced below \$12.

When the compensation exceeds \$15 per week, 10 per cent reduction; except that thereby the wages shall not be reduced below \$15.

On all operations by the hour or by the piece other than those above specified, 10 per cent reduction, except in the dressing and packing department, in which the reduction shall be 8 per cent.

By the Board,

EDWARD FISHER, *Chairman*.

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### WALL, STREETER & DOYLE COMPANY — NORTH ADAMS.

On October 7 the following decision was rendered: —

*In the matter of the joint applications for arbitration of a controversy between Wall, Streeter & Doyle Company, shoe manufacturer of North Adams, and employees. (92A, 107A)*

Having considered said applications, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that there shall be no change in the prices paid by Wall, Streeter & Doyle Company at North Adams for the work as there performed upon the following items: —

Cutting department:

Block hands.

Skiving upper leather.

Making department:

Stitching.

Slugging heels.

Nailing heelseats.

Lasting department:

Operating No. 5 bed machine.

Side-lasting by machine.

Crowning or cobbling.

Sole-leather department:

Rounding.

Stitching department:

Marking linings.

Marking sizes.

Perforating.

Finishing department:

All operations.

The Board also awards as follows: —

Day work:

When the compensation is \$12 per week or less, no change.

When the compensation exceeds \$12 but does not exceed \$15 per week, 5 per cent reduction; except that thereby the wages shall not be reduced below \$12.

When the compensation exceeds \$15 per week, 10 per cent reduction; except that thereby the wages shall not be reduced below \$15.

On all operations by the hour or by the piece other than those above specified, 10 per cent reduction, except in the dressing and packing department, in which the reduction shall be 8 per cent.

By the Board,

EDWARD FISHER, *Chairman*.

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#### RICE & HUTCHINS, INC. — MARLBOROUGH.

On October 19 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Rice & Hutchins, Inc., shoe manufacturer, and stitchers in the Curtis factory at Marlborough. (226)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants

nominated by the parties, the Board awards that the following prices shall be paid by Rice & Hutchins, Inc., in the Curtis factory at Marlborough for the work as there performed:—

#### MEN'S SHOES.

##### Undertrimming:

Closed or laid-on linings:										Per 12 Pairs.
Bal.	.	.	.	.	.	.	.	.	.	\$0 15
Blucher	.	.	.	.	.	.	.	.	.	16
Button	.	.	.	.	.	.	.	.	.	16
Held-on linings, no brace or strap:										
Bal.	.	.	.	.	.	.	.	.	.	20
Blucher	.	.	.	.	.	.	.	.	.	21
Button	.	.	.	.	.	.	.	.	.	21
Oxford	.	.	.	.	.	.	.	.	.	15
Blucher oxford	.	.	.	.	.	.	.	.	.	16
Hockey shoes	.	.	.	.	.	.	.	.	.	12

#### LITTLE GENT'S SHOES.

##### Undertrimming:

Closed or laid-on linings:										
Bal.	.	.	.	.	.	.	.	.	.	\$0 135
Blucher	.	.	.	.	.	.	.	.	.	14
Held-on linings:										
Bal.	.	.	.	.	.	.	.	.	.	15
Blucher	.	.	.	.	.	.	.	.	.	16
Oxford	.	.	.	.	.	.	.	.	.	135
Blucher oxford	.	.	.	.	.	.	.	.	.	14

This decision shall take effect as of September 19, 1921.

By the Board,

EDWARD FISHER, *Chairman.*

#### HUDSON UPPER COMPANY—HUDSON.

On November 4 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between the Hudson Upper Company, of Hudson, and cutters. (323)*

Having considered said application and heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, the Board awards that there shall be no change in the price paid by the Hudson Upper Company at Hudson for cutting shoes by machine, as there performed; namely, \$0.026 per 100 units.

By the Board,

EDWARD FISHER, *Chairman.*

**MARLBOROUGH SHOE COMPANY — MARLBOROUGH.**

On November 10 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company, of Marlborough, and edgemakers.*  
(324)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company at Marlborough for the work as there performed: —

Edgetrimming:	WELT SHOES.	Per 12 Pairs.
Regular work . . . . .		\$0 30
White-stitched . . . . .		33
Baltimore extension . . . . .	extra (by agreement)	06
Edgesetting, one setting:		
Fudge-stitched . . . . .		17
White-stitched . . . . .		23

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**L. Q. WHITE SHOE COMPANY — BRIDGEWATER.**

On November 10 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between L. Q. White Shoe Company of Bridgewater and edgetrimmers.* (227)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by L. Q. White Shoe Company at Bridgewater for the work as there performed: —

Edgetrimming shoes with square shanks:	Per 24 Pairs.
White or red-tag grade . . . . .	\$0 63
Yellow- or pink-tag grade . . . . .	77
Samples . . . . .	1 08

By the Board,

EDWARD FISHER, *Chairman.*



**MARLBOROUGH SHOE COMPANY — MARLBOROUGH.**

The following decision was rendered on November 15:—

*In the matter of the joint application for arbitration of a controversy between the Marlborough Shoe Company of Marlborough and employees in the making department. (325)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by the Marlborough Shoe Company to its employees at Marlborough for the work as there performed:—

	WELT SHOES.	Per 12 Pairs.
Trimming toes . . . . .		\$0 03
Trimming all around . . . . .		04½
Stapling . . . . .		03½
Pulling first tacks and resetting . . . . .		05
Welting:		
Regular work . . . . .		27
Pointed toes . . . . .	No extra.	
Grooving welts . . . . .	extra	01
Pulling innersole tacks . . . . .		04
Pulling anchor tacks and toe wire . . . . .		03
Trimming inseams, old machine . . . . .		06
Trimming butts . . . . .		03
Tacking shanks and butts . . . . .		05
Beating-out welts . . . . .		04
Beating-out welts and slashing toes . . . . .		04
Filling bottoms . . . . .		03
Cementing bottoms, by machine or by hand . . . . .		02
Sole-laying . . . . .		06½
Roughrounding . . . . .		13½
Turning up channels . . . . .		02½
Cementing channels, by machine or by hand . . . . .		03
Sizing out . . . . .	No extra.	
Goodyear stitching:		
Fudge stitch . . . . .		30
Fair stitch, eleven stitches or less to the inch . . . . .		32
Aloft . . . . .	extra	03
Applying lubricator . . . . .	No extra.	
Breaking shanks . . . . .		03½
Laying channels . . . . .		03
Automatic leveling, using maul all around . . . . .		10
Heelseat-rounding . . . . .		03
Heelseat-nailing . . . . .		05
Reducing shanks . . . . .		03
Heel-slugging on the last . . . . .		03½

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**WELCH SHOE COMPANY — LYNN.**

On November 15 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the Welch Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and ironers. (456)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Welch Shoe Company at Lynn for the work as there performed (the Board having first determined that there is no established price): —

	Per 36 Pairs.
Cleaning and dressing twice black, boarded side-leather shoes . . . . .	\$1 00
Cleaning and ragging Tony-red side-leather shoes . . . . .	85

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**UNITED STATES LEATHER COMPANY — BOSTON.**

On November 15 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between the United States Leather Company, of Boston, and leather-handlers. (422)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that there shall be a reduction of 5 per cent in the wages paid by the United States Leather Company in Boston to leather-handlers in its employ.

By agreement of the parties this decision shall take effect as of October 17, 1921.

By the Board,

EDWARD FISHER, *Chairman.*

**ALLEN-GOLLER-LEIGHTON COMPANY — LYNN.**

On November 17 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Allen-Goller-Leighton Company, member of the Lynn Shoe Manufacturers' Association, Inc., and stitchers. (326)*

Having considered said application and heard the parties by their duly authorized representatives, the Board awards that no extra shall be paid by the Allen-Goller-Leighton Company at Lynn for slashing pumps, pattern No. 1729, Glass machine, as the work is there performed.

By the Board,

EDWARD FISHER, *Chairman.*

**RIALTO SHOE COMPANY — LYNN.**

On November 17 the following decision was rendered: —

*In the matter of the joint applications for arbitration of a controversy between the Rialto Shoe Company, member of the Lynn Shoe Manufacturers' Association, Inc., and skivers and pressers. (327, 328)*

Having considered said applications and heard the parties by their duly authorized representatives, the Board awards that the following prices shall be paid by the Rialto Shoe Company at Lynn for the work as there performed (the Board having first determined that there are no established prices): —

	Per 36 Pairs.
Skiving collar quarter . . . . .	\$0 45
Pressing collar all around, front and bottom . . . . .	1 32

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman.*

**CHARLES A. EATON COMPANY — BROCKTON.**

On November 29 the following decision was rendered: —

*In the matter of the joint application for arbitration of a controversy between Charles A. Eaton Company, shoe manufacturer of Brockton, and vampsers. (329)*

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the contro-

versy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that the following prices shall be paid by Charles A. Eaton Company at Brockton for the work as there performed:—

Vamping women's shoes, golf pattern, single-needle machine:	Per 24 Pairs.
One row . . . . .	\$0 50
Two rows . . . . .	7223

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.

#### STACY-ADAMS COMPANY — BROCKTON.

On November 29 the following decision was rendered:—

*In the matter of the joint application for arbitration of a controversy between Stacy-Adams Company, shoe manufacturer of Brockton, and rammers.*  
(330)

Having considered said application, heard the parties by their duly authorized representatives concerning the subject-matter of the controversy, investigated the work in question, its character, and the conditions under which it is performed, and considered reports of expert assistants nominated by the parties, the Board awards that 90 cents per 24 pairs shall be paid by Stacy-Adams Company at Brockton for vamping shoes, pattern No. 50, as the work is there performed.

By agreement of the parties this decision shall take effect as of the date of beginning the work in question.

By the Board,

EDWARD FISHER, *Chairman*.





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REPORTS OF INVESTIGATIONS

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## REPORTS OF INVESTIGATIONS.

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### BUILDING TRADES — BOSTON.

On May 20 the following report was issued: —

*Report of the investigation of the labor controversy existing between the members of the Building Trades Employers' Association of Boston and employees, members of the United Building Trades' Council and affiliated trades, for the purpose of determining who is mainly responsible or blameworthy for the existence or continuance of the same.*

The Board, in making its investigation, held public hearings in the auditorium, State House, Boston, on May 3 and 4, due notice of which was given and at which both parties were represented and presented evidence relative to this controversy. As a result of the investigation the Board makes the following report: —

The Building Trades Employers' Association (hereinafter called the employers' association) was organized in 1916 and has a membership of approximately three hundred employers. The constitution provides for a board of councillors, at present consisting of about fifty-five members, representatives of the different trades, which board has full power and authority to handle and settle all labor disputes, a committee from which was appointed to deal directly with this controversy. Under the constitution at least a four-fifths vote of the board of councillors is required to cause either a cessation or resumption of work.

The United Building Trades' Council (hereinafter called the employees' association) was organized in 1919, 31 distinct trades being represented by delegates, varying in number according to the membership in the various trades. In the present controversy this association was also represented by a committee.

Under date of June 27, 1919, both associations entered into what is termed a uniform agreement, to continue in effect until December 31, 1920; with a proviso that if neither of the parties before October 1, 1920, gave notice of desired changes, the agreement should continue for a further period of one year. Under this agreement the wages of the mechanical trades were established at a uniform rate of not less than 90 cents per hour, to be increased to \$1 per hour on April 1, 1920, for the balance of the year. The agreement further made provision for the arbitration of differences,

under the terms of which each trade group was called upon to nominate a delegate to serve on a joint conference board. It appeared, however, that in certain trades there was no employer member in the employers' association, and in such instances other employer members were substituted with the knowledge and approval of both parties. It was the consensus of opinion, as expressed by representatives of both associations, that this agreement had worked very successfully.

Due notice was given by both parties of desired changes, and drafts of new agreements were submitted, the employers' draft containing no reference to wages and the employees' draft calling for an increase in wages, which in the mechanical trades amounted to a 50 per cent increase, to wit, from \$1 to \$1.50 per hour. Conferences were held between the subcommittees from both associations, beginning in November and continuing through December, during which time progress was made.

On December 7 the employers' association through its committee informed the employees' association through its committee that no increase in wages would be considered. On December 29 a conference between a committee of twenty members from the employers' association and forty members from the employees' association was held to consider the report of the subcommittees, and the president of the employers' association testified that at this meeting the employers' committee made an oral offer, — in substance, to continue the terms of the present agreement without a change in the wage rate of \$1 per hour, but making a change in overtime, from double time to time and a half, and a provision for uniformity in traveling and reporting time. The answer of the employees' committee was to the effect that the employees' association had voted to refuse such offer and demanded the 50 per cent increase. These conferences were continued on January 4 and 5, the question of wages and other differences being discussed.

On January 5 the employers' committee submitted to the employees' committee the question of whether or not they believed any agreement could be reached without an increase in wages. The employees' committee presented this question to its association, and at a conference on January 10 submitted the following:—

1. To notify the employers that the trades would continue to work under the present form of agreement, but will not sign any new agreement unless it carries an increase in wages.

2. Will sign the agreement of June 27, 1919, for a period, which period shall be determined by the United Building Trades' Council.

3. That the following trades of the United Building Trades' Council desire to negotiate agreements with the employers of their crafts through their respective organizations. [The list of these trades was not furnished at the hearing.]

At this conference, in response to a question from the employers' committee, the employees' committee stated that under the second proposition they would recommend continuing under the terms of the uniform agree-

ment until May 1, 1921. These propositions were presented by the employers' committee to its board of councillors, and on January 13 the following communication was sent to the employees' association:—

BUILDING TRADES EMPLOYERS' ASSOCIATION OF BOSTON,  
1 BEACON STREET, BOSTON, MASS., January 13, 1921.

*To the United Building Trades' Council, 386 Harrison Avenue, Boston, Mass.*

GENTLEMEN:—The committee on the new agreements of the United Building Trades' Council and the Building Trades Employers' Association, being unable to arrive at any agreement, the board of councillors of the Building Trades Employers' Association has this day unanimously voted for the form of agreement enclosed herewith. It is sincerely desired by the Building Trades Employers' Association that the United Building Trades' Council will immediately adopt the same in order that the building industry may be revived at the earliest possible moment.

Very truly yours,

JOHN F. WALSH,  
*Secretary.*

On or about the same date printed notices were posted on all the jobs where work was in progress, stating the conditions under which work could be resumed on and after January 20. This notice among other provisions made a change in overtime, hours and a reduction in wages. The employees' committee contends that they had expected an answer to the proposition submitted on January 10, and further, that it was understood that a conference was to be held on January 17 for this purpose, and that the letter of January 13 came as a "distinct surprise." The president of the employers' association denied having knowledge of any such expectation or understanding.

Upon receipt of the letter of January 13, and upon learning of the posting of the notice, the various trades comprising the employees' association voted not to accept the reduction and other changes provided in said notice, and on the 20th of January the employees of these trades went on a strike, excepting the plasterers, who had been on a strike since the first of the year to enforce a demand for \$1.25 per hour.

On Wednesday, January 19, the Board, appreciating the seriousness of the situation, obtained a conference with the employees' committee and asked the committee if strike action would be deferred for one week on condition that the employers' association would consent to the wages and other terms of the previous agreement remaining unchanged during that period in order that the Board might have an opportunity to investigate and see if the controversy could be adjusted. The employees' committee, after conferring, informed the Board that they would accede to such request, stating they would be able to prevent any strike action in Boston and the vicinity the following day, but they might not be able to reach employees in the outlying districts for a day or two later. The Board then visited the office of the employers' association and informed the secretary of the action on the part of the employees' committee and asked that action



on their part be deferred for the same period. The Board was informed that the committee of the employers' association would be in session at 2.30 that afternoon and the request of the Board would be presented to them and the Board informed of their decision. No answer was ever received, although repeated requests were made for the same.

The Board, receiving information that the mayor of Boston, who had been instrumental in securing an adjustment of the differences which resulted in the agreement of June 27, 1919, was endeavoring to arrange a conference between the parties, deferred further action. Conferences with the mayor of Boston and others having proved of no avail, invitations were extended to the parties to confer with the Board on March 14, which were accepted, and conferences between the subcommittees of both associations were held on various days up to and including April 13. During these conferences various suggestions were offered, and finally on March 29 the Board submitted to both parties the following recommendations:—

1. That there be a resumption of work on Monday, April 4, next, if the arbitration boards are established as hereinafter provided, and a continuation thereof in so far as business warrants.

2. That separate trade boards, consisting of two representatives each, from the employers and the employees, such representatives to choose a fifth member, be established on or before Saturday, April 2, next, in and for each trade or craft for the purpose of arbitrating all differences arising in conditions of employment, except those of wages and hours; and that an award be made to take effect not later than April 18 next.

3. That a general arbitration board, consisting of three representatives each, from the employers and the employees, such representatives to choose a seventh member, be established on or before Saturday, April 2, next, for the purpose of arbitrating wages and hours; and that an award be made to take effect not later than April 18 next.

4. Without in any way determining or attempting to determine what is a fair wage or what are fair working conditions, including hours, the Board recommends that work be resumed pending the arbitration award under the same conditions and at the same compensation which were in effect at the time of the cessation of work; this being recognized as the customary method of procedure where arbitration is adopted as a means of settling disputes between the parties.

This recommendation, however, is in no way to prejudice the rights of either party relative to wages and working conditions, including hours, in the presentation of their respective differences before the arbitration boards.

5. That the terms and provisions of the general agreement hitherto in effect between the parties, dated June 27, 1919, in so far as applicable, be renewed for the balance of the year 1921, with such changes and conditions, if any, as the parties may mutually agree upon before April 18 next, or may be rendered necessary by the arbitration awards.

In the event of any disagreements or misunderstandings arising in carrying out the terms of the above recommendations, the services of the Board will be available at any and all times if desired by the parties.

The subcommittee of the employers' association at that time asked whether or not all of the trades, parties to the uniform agreement of June 27, 1919, were included in the recommendations, and the Board answered

in the affirmative. The employers' committee then stated that they were unanimously in favor of recommending the acceptance of the recommendations by the employers' association. The employees' committee agreed to refer the matter to its association. On Saturday, April 2, the Board was informed by the secretary of the employees' association that the association had on April 1 accepted the recommendations. On Monday, April 4, the Board received official notice from the employers' association that the board of councillors had voted not to accept the recommendations for the reason that it had "definitely ascertained" that not all the trade unions of the employees' association, parties to the agreement of June 27, 1919, had accepted the recommendations. The Board immediately requested and held a conference with the committee of the employers' association. On April 7 the Board received official communication from the employers' association accepting the recommendations of the Board, with the qualification, in substance, among others, that under the recommendations of the Board all trades must give written assurance of their acceptance.

At the final conference on April 13 the employers' committee stated that all the employers were prepared to join in the recommendations. It appeared, however, that two of the trades, members of the employees' association, had voted not to join in the recommendations, and that there was a doubt as to the position of one or two others. The employees' committee requested the employers' committee to enter the arbitration as provided for in the recommendations of the Board without these trades, and agreed, as specified in the terms of the uniform agreement, not to lend aid, comfort or support to any of these trades if a controversy arose. They further agreed to substitute on the trade boards representatives for those trades which declined to join in the arbitration. The Board asked the employers' committee to present these requests to the board of councillors at the meeting on April 14. On April 14 the board of councillors passed the resolutions which were the next day published in the press.

On April 27 the Board received a copy of the resolutions adopted by the employees' association, reaffirming its action in accepting the recommendations of the Board and specifying therein that "we agree to work with any help obtainable by the employers of those trades that will not enter into this plan of arbitration. . . ." There was also submitted a list of the trades which had subscribed thereto, which, the Board is informed, included all of the trade groups of the employees' association except those of the electricians, plasterers and plumbers.

In conclusion, the issues in this controversy, generally speaking, involved wages, hours and working rules and conditions. The Board finds no justification for the increases in wages originally demanded by the employees' association, and further, is of opinion that not sufficient and proper consideration was given by the employees' association to the oral offer of the employers' association through its committee, and that, with

reasonable and proper concessions made on the part of both associations, this offer should have given a basis for adjusting this controversy.

The Board, however, after a careful examination of all the facts and evidence, is of opinion that it is not justified in deciding that either of the associations is mainly responsible or blameworthy for the existence of this labor controversy.

As to the strike on the part of the employees designated in the trade group as plasterers, which occurred the first of the year, the Board decides that the employees in this trade group are mainly responsible for the existence of that labor controversy.

As to the continuance of this labor controversy, the Board decides that the employees, members of those trade groups which declined to join with the employees' organization with which they were affiliated, to wit, the trade groups known as electricians, plasterers and plumbers, are mainly responsible for the continuance of this labor controversy.

Subsequent to making the recommendations of March 29, the Board ascertained that the bricklayers' union, so called, had not been affiliated with the employees' association since September, 1920. As the bricklayers' union is not affiliated with the employees' association, and has expressed a willingness to arbitrate the existing differences, the Board is not justified in including the bricklayers in the group named as being mainly responsible for the continuance of this labor controversy.

By the Board,

BERNARD F. SUPPLE, *Secretary*.

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#### MOORE DROP FORGING COMPANY — SPRINGFIELD.

The following report was issued on November 30: —

*Report of investigation of the labor controversy between the Moore Drop Forging Company of Springfield (hereinafter called the company) and employees, for the purpose of determining who is mainly responsible or blameworthy for the existence or continuance of the same.*

This controversy came to the attention of the Board about the middle of December, 1920. Prompt attention was given thereto, interviews being held with the representatives of the company and of the employees to ascertain the cause thereof. These interviews were continued for several weeks, the Board endeavoring during this period to conciliate the differences.

The company operates two factories, one in Springfield and the other in Chicopee, employing at the time of the labor controversy about 500 men. While previously there had been some differences relative to a proposed reduction of wages, it is recognized by both the company and the employees



that the controversy arising on the eighth day of December, 1920, resulting in the cessation of work on that and subsequent days of about one-third of the employees, arose mainly by reason of the company's introducing a system to be effective December 13, 1920, known as the individual contract, under which system employees were to sign a contract in order to remain in the company's employ. Under one of the provisions of this contract the employees surrendered their right to remain or to be members of a trade union. Of the employees who ceased work, some were discharged, some laid off and others declined to continue to work under this system.

Failing to conciliate the differences and being unable to effect an agreement on the part of the company to submit the differences to arbitration (the representative of the employees having offered to arbitrate), the Board gave notice on January 18, 1921, that on January 24 a hearing would be held at the City Hall, Springfield, for the purpose of investigating the controversy and ascertaining under the statute "which of the parties thereto is mainly responsible or blameworthy for the existence or continuance of the same."

On January 19 the company filed a bill in equity in the Supreme Judicial Court for the county of Hampden against the officers and members of the trade unions of which the former employees were members, seeking to enjoin interference with its business. The company contended that upon filing of this bill the Board ceased to have "any legal right to investigate or hold a public hearing in reference to a controversy the subject-matter of which was already in litigation in the courts." Pending the decision of this issue, and with the advice of the Attorney-General of the Commonwealth, the Board gave notice that the adjourned hearing would be held on February 15. The company thereupon brought a bill in equity in the Supreme Judicial Court to restrain the members of the Board from holding this hearing, pending which the hearing scheduled for February 15 was further adjourned. A hearing on this bill was held before a single justice, who dismissed the bill, and the company took an appeal to the full court. Pending this appeal the adjourned hearing was held at Springfield on March 3 and 4, evidence being presented by former employees and their representatives, while the company declined to present any evidence or permit its officers to testify. Pending a decision of the Supreme Judicial Court no further action was taken.

About the middle of September the Supreme Judicial Court rendered a decision, sustaining the ruling of the single justice dismissing the bill against the members of the Board, the effect of the decision being that the Board was not ousted of its jurisdiction to investigate the labor controversy merely because legal proceedings were pending. In coming to this conclusion the court held, however, that the Board in its investigation must not deal with issues involved in the pending litigation or with established principles of law.

The Board then gave notice of a further hearing, understanding that the company would be represented and evidence given by its officers. The company then raised the contention that the Board had no right to proceed further with the investigation as there was no labor controversy. This hearing was held at the City Hall, Springfield, on Thursday, October 27, at which time both parties offered evidence upon the issue of whether there was any labor controversy and also upon the issues involved in the original controversy. The Board since that time has made an investigation of the conditions existing in the company's factories.

After a careful examination of the evidence and the facts in its possession, the Board finds that there is no labor controversy justifying further proceedings on its part, either of investigation or for placing the responsibility for the original controversy.

By the Board,

EDWARD FISHER, *Chairman*.



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